

THE  
**LIBRARY JOURNAL**

**AUGUST 1919**

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THE A. L. A. AT THE CROSS-  
ROADS . . . . . William W. Bishop

INTERPRETING THE LIBRARY  
MOVEMENT . . . . . Guy E. Marion

OUR LIBRARY RESOURCES AS  
SHOWN BY SOME GOVERN-  
MENT NEEDS IN THE WAR

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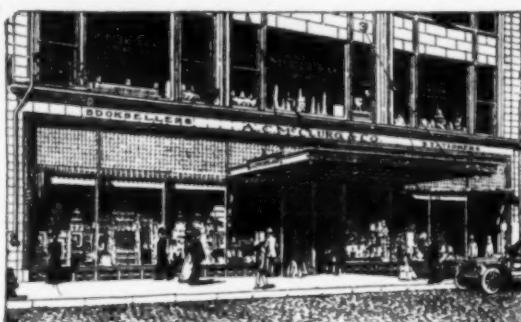
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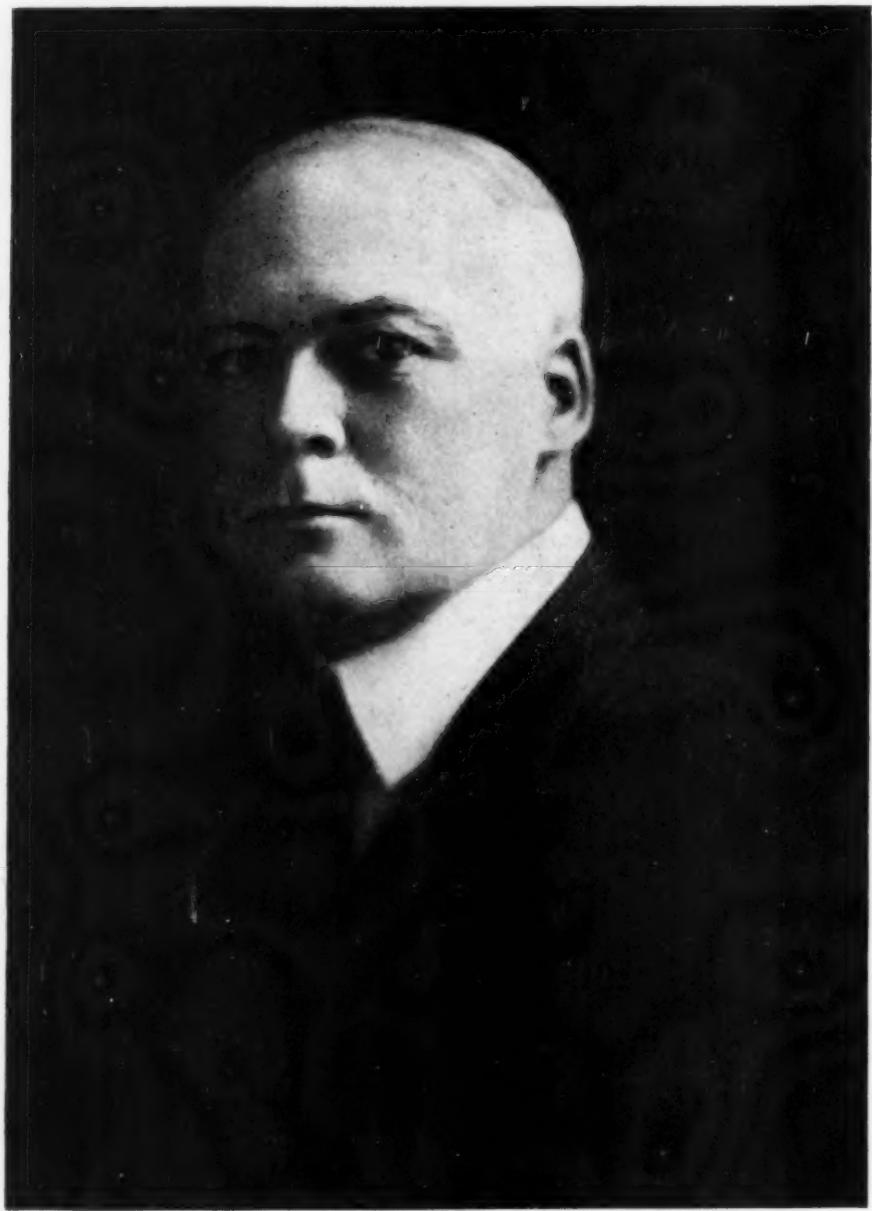
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Vol. 44

AUGUST, 1919

No. 8

"FACE the Future" was the keynote of the A. L. A. Conference of 1919. There was naturally much retrospection of war service but more prospect of service for peace times both to the army and navy and to the general community. The attendance was unexpectedly large, approximating 1200, as it was scarcely hoped that it would reach the banner registry of 1386, indicating an attendance above 1400 at the 1916 conference at the same place. Asbury Park with the New Monterey Hotel as headquarters and numerous small hotels for overflow proved as before an ideal place for the conference, without city distractions and noise but with enough recreation features, especially its quiet board-walk, to fill such time as the busy sessions left. But it cannot be the policy of the association to repeat visits to the same place, however attractive, as against the settled plan of taking the conference to the different parts of this wide country both for the sake of the section visited and the wider national experience of the members of the profession. Canada will not be ready for us next year, after the stress of war, but the West is in course, and Denver, the home city of the new president, or one of the Colorado resorts will be among the possibilities for decision at the mid-winter meeting which will doubtless be held this year at Chicago. The south may also present its claims, but probably for a date later than 1920.

The report of the War Service Committee with its historical, financial and other appendixes was the most considerable of the valuable printed reports which were so noted a feature of the conference. Of the five and a quarter millions available for A. L. A. war work from the two drives three and a third millions had been paid out up to June 1, 1919, without accounting for unpaid obligations, leaving approximately a million to carry the work forward thru

1919 and to provide for contingencies beyond. That this money has been and will be well spent is abundantly proven. Secretary Keppel for the Army and Admiral Gleaves for the Navy paid eloquent tribute to the appreciation by both branches of the service for the book work which had done so much for the morale of the men; and Major Joy who succeeds Mr. Fosdick as head of the Commission on Training Camp Activities and Commander Mayo gave abundant assurance that the Army and the Navy would welcome and would provide for the continuance of this work in times of peace. The work overseas involves so many pressing problems as to keep Dr. Putnam still abroad but Mr. Milam who has been so efficient as Acting General Director well filled his place at the conference. The War Service Committee held an important meeting at which budget provision for the future was confirmed and disposition of the salvage of books arranged for in accordance with the recommendations of Dr. Putnam and Mr. Stevenson, and the plans of the Army and Navy Departments. In recognition of the hospitality of Beaune for an A. E. F. University, a portion of its library has been given to the municipality of Beaune as a memorial, and out of three quarters of a million books salvaged and returnable from abroad like provision within 10% of the total number was authorized for a permanent American Library in Paris, with the American University Union, at the Sorbonne, for the University of Louvain, for the Institut International at Brussels and for other institutions doing international service in Europe. Nearly 700,000 books, mostly educational purchases, will be warehoused in New York on return and with the salvage at home utilized first of all for peace service in the army and navy and next for library use in the several states, according to disposition to be arranged hereafter through the state library commissions or other state authorities. Thus the

work in war will be perpetuated in times of peace.

An endowment for this purpose and discussion of the several services which the A. L. A. might accomplish was the topic at a session of the Council which nearly filled the auditorium with a general session attendance. This took the form of a symposium of brief talks in which the need of thoro publicity, of industrial and institutional library extension, of development in states lacking library commissions, of rural community service and of a library survey were specially emphasized. The raising of a large A. L. A. fund for this varied work was generally approved, but on the understanding that while special preparations toward that end should be immediately made before the impetus from war work was lost, an actual money drive would not be advisable for at least a year. Mr. Keogh at another session gave a fascinating and comprehensive summary of the work of The Inquiry, as it was officially called, which utilized library methods in preparing data for the peace conference in Paris; and this outlines a precedent for the library survey or inquiry which Dr. Bostwick's committee of five is to undertake and of which he gave a preliminary sketch. Under the scheme, Professor Root is to plan reports on the acquisition and preparation of books, Miss Eastman on books and all their uses, Dr. Williamson on the staff and all personal relations and Mr. Milam on all public relations of the library other than direct use of books, while the chairman will retain general supervision. An inclusive questionnaire will be prepared instead of peppering the profession with small shot, as the first basis for the inquiry for which it is estimated \$88,000 will be required unless, as is probable, much if not all of the work is done by volunteers. To get the entire United States on the library map would certainly be worth much more money.

At the suggestion of President Bishop and on motion of Mr. Dana, action was in-

itiated toward amendment of the constitution in the direction of more compact organization of the A. L. A.. President Bishop had pointed out the lack of close inter-relationship in the membership of the several Boards and Mr. Dana urged the concentration of administration in a single board, perhaps of five persons, afterward humorously referred to as a soviet. Among members of affiliated associations, there has been question whether the law librarians for instance, should not have larger representation in the council and whether membership in such organizations should not *ipse facto* include membership in the A. L. A. In view of the extending membership and the larger attendance at conferences the function of the Council as a balance wheel in determining questions of policy is of increasing rather than decreasing importance. At Asbury Park the Council meetings became general sessions, tho voting was nominally confined to members of Council. The need of a deliberating body, which would not pass snap judgment on hastily discussed resolutions was especially emphasized at the last general session when, as usual, the attendance was comparatively small. The constitutional provision for the Council requires that questions of policy should come before it for submission and recommendation to the association which by a  $\frac{3}{4}$  vote may reject or reverse such recommendations. It was in accordance with the spirit rather than the letter of the constitution and in the interest of free talk and fair play that the resolution presented at the close of the conference was passed upon by direct vote without Council reference, and such a hap-hazard vote at a closing and rapidly diminishing session might often misrepresent the real judgment of a conference or of the A. L. A. It would seem desirable therefore that at future conferences there should be actual Council meetings for the discussion of policies which while open to all members would not be in the nature of general discussion but of careful and expert consideration.

Two bombs or rather "duds" whose high explosives failed of their expected effect, were thrown into the conference sessions by the representative of the Library Union of New York, in the shape of resolutions with preamble shrapnel projecting much misinformation into the minds of the uninformed. The resolutions carelessly adopted by the American Federation of Labor at Atlantic City prepared by the local union, in favor of placing the libraries, particularly those in New York, under Civil Service commissions included statements that library workers suffered under "intolerable working conditions." Low salaries there are, indeed and the conference was unanimous in appealing for better pay for library workers, but Mr. Roden pointed out that the Civil Service commission has nothing to do with Chicago library salaries which are fixed by the trustees who have direct taxing power within the mill limitation. There is no calling in which working conditions are more tolerable and happy as every reasoning librarian will testify, and intolerable working conditions are scarcely synonymous with small salaries. The second bomb which declared that women are down-trodden beings in the library profession was promptly quenched by a cold-water vote of 121 to one in a session in which more than 4/5 of those voting were women who knew that they were not down-trodden and did not work under intolerable conditions. Contrast with the misdirection of Union methods illustrated by these exhibits from the New York Union was afforded by the Union in Washington. This Union, a constituent of the National Association of Federal Employees, tho affiliated with the American Federation of Labor forbids strikes in government service and confines its efforts to reasoned endeavors to better library service in line with the staff associations existing in the large library systems, most of which not only utilize the merit system but carry it much farther than most state and municipal Civil Service commissions.

Our "esteemed contemporary", *The Use of Print*, was one of the outstanding features of the Conference of 1919. The publication of a newspaper of full size each day for five days during the conference week was a triumph of enterprise for which Mr. Josselyn and his associates cannot be too highly commended. Its projectors, proprietors and personnel generally deserve such immortality as modern newsprint permits, which is proffered them by the portrait group on another page of the LIBRARY JOURNAL, whose editors doff their hats in salute to these latest comers in library journalism. There was abundant "pep" and "go" and the other virtues and vices of contemporary journalism in the product, but the demands of the five-ring circus, and of the talky-talky sessions between the acts left little time for newspaper reading during conference week. Happily the enterprising journalists were enabled by liberal advertising patronage for which publishers should be thanked, to print 10,000 copies and not only distribute these gratis at the conference, but sent a copy day by day to members of the association not present, and to many thousands of libraries throughout the country. The issues should be carefully read by all whom they reach for the librarian who reads them will *not* be lost. In fact, the reading of professional journals we venture to say, is one of the most important uses to which librarians, like other professional people, can give such moments as they can spare from their busy day, and certainly librarians should show their devotion to *The Use of Print*.

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The relations between librarians of public libraries and business or other special libraries ought to be of the most cordial sort, and it would be a misfortune on both sides if the Special Librarians Association should not continue to hold one annual meeting in conjunction with the A. L. A. conference. President Marion, of the Special Libraries Association, strongly urged coordination and cooperation in his presidential address at Asbury Park between the two classes of librarians and his good counsel should have

hearty response from both sides. The business or special librarian has need of the library methods and the library enthusiasm of his colleagues in the wider field. The public librarian should recognize that such specialists have developed in their special direction more intensively than the general librarian has been able to do and should therefore rely upon them for cordial help in the special fields. Thus and thus only, can the whole library world be knit together in that most effective association of helpfulness at which we aim.

THE LIBRARY JOURNAL seems to be dared, as the children say, to speak out as to Miss Hasse's removal from the New York Public Library and her "privately printed" and carefully circulated pamphlet, makes candor inevitable. In the form of an essay on "The Compensations of Librarianship," Miss Hasse presents the story of her career as a collector and librarian, giving in the first few pages a most entertaining account of her work in collecting and cataloging government documents. The bulk of the pamphlet, however, is given to invective against the present director of the New York Public Library, in contrast with laudation of his distinguished predecessor, and to correspondence relating to her dismissal, and in the record from 1912 on bitterness comes to her pen. In six months after the death of Dr. Billings, she says, the fruits of sixteen years of labor had been scrapped by the new administration. Then petty persecutions began, the document catalog was taken away and wrecked by incompetent hands, new collecting of material ceased, department reports were ignored, and finally, with peremptory notice to one twenty-one years in the service and without a hearing, the position was given to another.

The tone of this pamphlet indicates unconsciously the real reason for Miss Hasse's removal, as to which there has been no mystery to those who knew the

facts. There was not the least impeachment of Miss Hasse's excellent character except as to "temperamental idiosyncrasies," which made it difficult for her to see facts and people in their real relation. The annoying and, we believe, exaggerated suspicions of the "Secret Service" aroused by her German name and perhaps from her residence in Germany after the original declaration of war when in charge of the American Library Collection at the Leipsic Book Exposition, were disposed of by her later appointment to government research at Washington. Whether or not she was a member of the Union which has sought to exploit her martyrdom, but which would exclude her by its definition of "workers" as confined to the lower grades, has had no bearing, for that must be a matter of individual right and choice. The plain truth is that Miss Hasse's temperament and perspective created an impossible situation, and after two years of altercation and forbearance the difficulty became acute when other heads of departments joined in a signed request for her removal, on the ground that cooperation with herself and her department was impracticable. She had made it evident that she considered the library organization outside her own room wrong from top to bottom; it was a case of "the regiment out of step with Johnny." We think that the trustees should have given a personal hearing to an employee of such standing and length of service, but it should be stated that the case had been before the Executive Committee for two years of difficult forbearance, that she had brought her case by letter to the trustees individually, that Mr. Battle had presented it afresh, and that the Executive Committee had carefully reviewed the case in all its bearings and made the final decision. We regret, in view of the fine industry and splendid achievement of Miss Hasse in her chosen field, to speak thus plainly, but in fairness to all concerned, the facts should be made known to the profession.

## THE AMERICAN LIBRARY ASSOCIATION AT THE CROSS ROADS\*

BY WILLIAM WARNER BISHOP, *President of the A. L. A.*

It is inevitable that we should recall tonight the amazing change in world conditions from the situation at the time of our last annual conference. Then the darkest days of the Great War had indeed passed—the none of us could know for a certainty that the tide of German attack pressing on toward Paris had truly ebbed. The courageous and of a truth supremely daring offensive launched by Marshal Foch the eighteenth of June had just begun to put hope into the hearts of the Allied peoples—stunned by the constantly widening and steadily renewed German offensives of the spring of 1918. The great days of Château-Thierry and the Second Marne were those on which we met at Saratoga—anxious days on which our minds continually reverted to France and refused to concentrate even on problems of the Library War Service. We were more eager for the latest newspaper than for advice, inspiration, discussion on themes ordinarily absorbing to us. We adjourned just as the Germans were definitely driven across the Marne for the second time. And we adjourned confident—the no man ventured to say what he thought—that July of the next year would see us still struggling to end the business and to finish our share of the supreme task of Western Civilization—the final defeat of Germany and her allies! Indeed, so fearful were we,—and rightly—that sterner sacrifices would be demanded of us, that we passed a resolution empowering our Executive Board to postpone this annual meeting, if the public emergency should be such that conventions and conferences would be undesirable.

How different the national and international atmosphere today! The war won in November—our men returning as rapidly as they were ferried across the ocean—industry and agriculture resuming their

wonted courses—problems of details of readjustment agitating nations and individuals—the Peace Congress almost over—a League of Nations almost an actuality—disarmament going on the world over,—and stricken humanity endeavoring to bind up its wounds and to console its broken-hearted. The note of our meeting to-day is necessarily one of triumph and jubilation. We are not forgetful of the problems of peace—many of them as ugly as those of war (or so they seem to our still taut nerves!). But after all The War is behind us. We are living through a period of rapid change, and our foes, if foes there be, are at least likely to be those of our own household. We doubtless have enormously difficult days ahead of us, but happily our own land has been spared the sorrows that have afflicted our noble French and Belgian allies, and we are materially and morally less stricken by war—less worn and weary, more able to face the future with smiling confidence, resting assured that the American spirit which brought us through war will still carry us on to a larger life and a greater service in peace.

And so we meet again after a year to take up with renewed zest and energy those problems of our work which we are accustomed to attack in our annual gatherings. And yet we are none of us quite the same as we were in 1917 or 1916. Our work, while still "the trivial round and common task," cannot be done in exactly the same spirit as of old. We have dreamed dreams and seen visions, and we are turning to the future of our own library service with a profound conviction that it is service—public service of the highest type. To that end we are met—to consider our war service and to render an account of our stewardship in that branch of our labors; to transact our routine business and to hear and discuss reports of our committees; but chiefly to survey our own capacities,

\* Presidential Address delivered at the Asbury Park Conference on June 23, 1919, and reprinted from *The Use of Print* of June 24.

and to talk over the possibilities of the near future. This is a forward-looking conference. No other could be held by progressive Americans in this year of grace 1919.

In planning the papers for this series of meetings your Program Committee has had in mind just three purposes. First we have felt that we should emphasize and make of practical import our committee reports. Too frequently these have been perfunctory and have received but little discussion. Such of the reports as are necessarily of special interest to smaller groups of our membership are to be presented this year for discussion to certain of the section meetings, an innovation which will, we trust, result in animated discussion of a sort frequently impossible in our general sessions. Other reports, being on topics of more general interest and importance will come up for discussion in our second general session. So far as possible these reports have been printed in advance, and, instead of being read in full, will be presented in summary only, in order to leave time for discussion. They represent much work on the part of the committees, and I bespeak for them your interest and your comment.

The most important—certainly the most interesting report is likely to be that of the War Service Committee, which is now before you in the printed form. Naturally the War Service looms large in our eyes, and we have devoted to it no small share of our general program. One of the natural consequences of that service—or at least what we librarians feel should be one of its results—is the establishment of similar service on a permanent basis for the army and navy. We are most fortunate in the presence of very distinguished representatives of both branches of the service to speak to this topic.

Our second theme is a statement of certain present-day conditions in our American libraries. We should have been glad to devote the major part of our time to this purpose of setting forth our conditions and resources. A few sample topics of necessity have to suffice us. But we present a preliminary report on plans for a

complete survey, plans to which I shall revert later.

Finally we look to the immediate future. Here again we can offer but certain phases of a complete forecast. But we have tried, as I said a moment since, to make this a forward-looking meeting, even if necessarily our topics are but a selection from many. Things historical—save of our War Service—things theoretical, things technical we have tried for this occasion at least to avoid.

It has seemed to me peculiarly fitting that the President of the Association should at this time review the work of this body and perhaps endeavor to show certain possibilities which have revealed themselves to him in the course of his term of office. I do not apologize for speaking to the American Library Association about the American Library Association. Not that I wish to dogmatize or to appear to have any peculiar message to impart. It does seem, however, that we may well spare the time and strength to confer a little about our own affairs and our means of doing business collectively in the interests of librarianship and of American libraries.

At the Niagara Falls Conference in 1903, Mr. J. N. Larned, then retired from active public service—tho by no means from active work—spoke very convincingly of the life of this Association as a body. He said to a little group of younger people, what he later repeated on the platform before the Association as a whole, that coming back after an interval of several years he was conscious of the fact that the American Library Association had a life, an organism, apart from the individuals who composed it—"I feel it," said he, "it is almost palpable; it exists, it influences you and me. We cannot escape it, it forms us, and yet we form it." How true these words were the experience of fifteen years has proven again and again. The Association has a vigor, a power, an influence of which we are perhaps but dimly conscious. That power, that influence, has worked hitherto chiefly on professional librarians. It has molded their thoughts and guided their actions. It has stimulated their ideals and has kept up

their standards. It has worked largely as a sort of professional public opinion, functioning more or less well as circumstances have permitted. The great shock of war has, however, released an enormous latent energy in our Association and in our calling outside its ranks, for not all strong librarians are members of our body. We are conscious to-day of greater possibilities in library work and in the concerted work of librarians than we ever sensed in days gone by. Much of this feeling is naturally the result of the war service. It is in every way proper, then, to inquire how far we have measured up to the opportunities the war has thrust upon us. And further, what are the next steps?

To a thoughtful person it was a very significant thing that the United States Government thru the Commission on Training Camp Activities applied to this Association to render service along strictly professional lines. It asked us as librarians to contribute our professional services, just as it asked the doctors and the chemists to serve as doctors and chemists. That such a thing was possible shows that the value and need of the librarian's work in massing, arranging, and interpreting books had at last gained the recognition which it deserves. No single fact in connection with our War Service has more significance for us as we face the problems of peace than this recognition. Our War Service was sought and was performed on the ground of our special fitness to give it. The history of the Library War Service has been one of steady gain in this sort of recognition, for the discernment of certain far-seeing men in Washington did not mean that their judgment must necessarily be final and instantly accepted. Nay, it was their initial wisdom which made possible the gradual winning by the librarians of a professional status in the minds of thousands of commanding officers, soldiers, sailors, marines.

I believe it is now true that even the scornful and the doubting among the military have seen that books plus librarian are very different from books alone. And it has been no small gain for us as a profes-

sion that scores of our folk, mostly our younger members, have had to win their way to this esteem under novel and difficult circumstances. They have had to make good in most cases with very little preparation of the way by others. How hard that task was, and how strenuous and unremitting the labor involved in setting up a new work amid adverse conditions, few who were not themselves engaged in it can understand.

Long hours, obstacles innumerable, delays, red tape, failure of books and of supplies, cold, rain, even lack of sleep, were the lot of many of our pioneers in the War Service. The general testimony is, however, most gratifying. They did make good. The exceptions were few enough to "prove the rule." And as I look about me and see these men and women who have worn and are wearing our uniform, these younger folk who have toiled incessantly and with good spirit and good humor at manifold and difficult tasks, I am moved to no small pride and thankfulness. In the name of the American Library Association, I salute you all, present and absent. We who could not go acknowledge to the full your sacrifice, your devotion, your skill, your energy. We share in the honor reflected on our calling by your labors. The name librarian henceforth means something to millions of men because of your work.

And to those also who planned and toiled to carry out this War Service are due the hearty thanks of the American Library Association, and them also I salute in your name. From the very first days of the War until now—two full years—certain officers and committee members of this body have been unsparing in their devotion of strength, time, and effort to the Library War Service. They have worked to raise money and books, have sacrificed time and strength to attend committee meetings, have neglected their own work to do this patriotic service, and have given themselves generously in your behalf, in the name of the American Library Association. You know them all, and it would be easier, less invidious perhaps, to mention no names. But while recognizing that all of them have

been devotion itself, I cannot refrain from stating publicly the obligations which we owe to a certain few.

There is our Secretary—Mr. George B. Utley—who has served as Executive Secretary of the War Service Committee, who has known no limit of hours for two years, and who has carried the greatly increased burden of his regular work in addition to all this war work. There is the Chairman of the War Finance Committee, Dr. Frank P. Hill, to whose untiring and truly heroic efforts we owe the raising of the First War Service Fund of eighteen hundred thousand dollars, and the Second Fund, of three and a half million. There is the Chairman of the War Service Committee, Mr. J. I. Wyer, Jr., who has spent his time and strength, I fear too lavishly, on the War Service and on the work of the Committee of Eleven in charge of the United War Work Campaign Fund. No one who has not been a part of that work can realize the burden he has carried, and the way he has carried it. There is the Associate General Director of the War Service, Mr. Carl H. Milam, to whom sixteen hours a day of the hardest kind of work seem a pleasing measure, and who has carried successfully administrative burdens which would have laid most of us on the shelf. And finally there is the General Director of the War Service, Mr. Herbert Putnam, of whom I can say no more than that we all marvel at his capacity for work, his administrative skill, his foresight and his penetration. Volunteer work—all of it! Money does not, cannot, pay for the sort of labor these men—and their colleagues—for I speak of them equally with these I have ventured to name—have lavished on our contribution to America in her hour of need. It is our part not only to recognize their labors, but to carry on their work—to carry its spirit back to our offices and desks, into our reading rooms and stacks. We librarians are bound to be and do more because of what these our colleagues have been and have done.

We are bound as an association to do more—not as much or less—than we did before this emergency, this national crisis,

showed us our power to do. This obligation is very real and vital and comes home to all of us. Just because the officers of the Association feel it so keenly, I have ventured to make it the topic for this address which our custom requires of each retiring president. But first in any consideration of our possible future activities there necessarily comes the question—"What sort of machinery do we have with which to work?" May we descend from thoughts of our accomplishments, and from our aspirations for future tasks to very practical considerations of our form of organization?

Few things are more tiresome—especially in annual conferences—than "tinkering" with constitutions, as all who recall certain of our meetings will doubtless agree. I must almost apologize for taking these matters up here and now. But I must also in honesty say that my experience as your president shows that our organic law is very far from making for smooth and rapid achievement. We really have a most clumsy organization, particularly in view of the fact that we live all over the United States and Canada, and that actual meetings of committees and boards are most expensive of time and money. Let me mention only a few of the obstacles and anomalies resulting from our constitution.

We expressly—and most wisely—place the responsibility for the business of the Association in the intervals between meetings on the Executive Board. One of the fundamental functions of such a board is the making up of the budget which governs practically all expenditures and hence determines the extent and range of the Association's activities. But the budget of this Association is prepared for the Executive Board's adoption by the Finance Committee, but one of whose three members, by our constitution, is a member of the Executive Board. This is not said in criticism of the work of the Finance Committee, but of the system, and of the possibilities of friction and delay which are involved. We have also a constitutional provision allowing mail votes of the Executive Board—an absolute necessity, since we now choose

that Board largely for geographical reasons, that all parts of our territory may be represented; and as a result meetings of the Board can be held but seldom, generally only twice or thrice a year. Hence the provision for voting by mail. But as matters now stand, a single disapproving vote (when conducted by mail) negatives absolutely any proposal until it can be taken up and acted on at a meeting. Now it is of course difficult to obtain absolute unanimity of opinion on important matters of business, and this provision results in very serious delays and failures.

We confide our publishing activities—one of our chief functions, and one destined to an increasing importance—to the Publishing Board, which is by the constitution so devised that but one member of the Executive Board serves on it, and which contains no other officer of the Association. The Publishing Board has done fine work, and deserves the thanks of this body. But it is not necessarily responsive to the policies of the Executive Board or of the Association, and in fact it may perfectly well be out of harmony with both. Again, I repeat, the form of organization is not one which works smoothly and quickly; again without criticism of individuals.

The Treasurer of the Association does not sit on either the Finance Committee or the Executive Board. His function under our constitution seems merely clerical, and it is no small tribute to Mr. Roden's patience and loyalty that he has been willing to serve us these many years without greater recognition and without the power to put his business experience in office at the disposal of the Association. While recognizing the public spirit and fidelity with which he and the members of the Finance Committee and of the Publishing Board have done the Association's work, it appears strangely anomalous that in these days of efficiency system, our various bodies should be so disjointed.

In the direction of smooth and rapid functioning I suggest that a simple scheme of things in which our Executive Board should serve virtually as a Board of Directors performing the work of the Associa-

tion through committees of its own body would prove a signal advantage. In my judgment, our organization is far too complex. It should be simplified and made more efficient by following the example of business corporations. If we but detach ourselves from the circumstances which have produced our present form of organization and view it from the standpoint of an efficiency engineer, we can see at once that it would benefit greatly by centralizing responsibility and authority. Some such process is a necessity, I believe, if we are to meet the demands which are pressing upon us.

I therefore urge that you consider this matter very carefully at the business sessions, for I am convinced that until the Constitution of this Association permits concentration of authority and rapidity of action we shall never perform the work we ought to do. This conviction is the direct result of my observation in the past year when so many important matters have been before the officers of the Association. I know it is shared by many thoughtful persons, and I trust you will give it your attention.

What are these demands of which I have just spoken? The chief of them all comes from ourselves. We have seen the splendid spirit with which our library folk have responded to the call for their services in a time of the national peril. We have felt pride and satisfaction in the way the American Library Association has been doing big things in a big way. On every hand I hear librarians saying "We must not lose this spirit—this momentum. We must keep it for our peace-time work. We need it. There must be no slackening, no slump, no dropping back, no disobedience to the vision." Do you not meet this sort of feeling and of talk? I do, wherever I go. Sometimes it takes one form, sometimes it takes another, but it is there, constantly and always, this determination not to drop back into mere routine, not to let slip this sense of power. Can we, dare we, ignore this call to continuing service, service as a body, not merely as individuals. Whatever else we do here in this week, we

must not, I feel—and I am sure you all agree with me—we *must* not assume that with the war our collective responsibility ends, and we may go back to 1917 and take up the old threads where we left off.

So strongly has this feeling been on the hearts of the officers of the Association that they felt confident that you would wish, would decide, would plan to go on to further corporate work in peace, work for the benefit of all libraries, and of communities having no libraries. To this end a library survey of the entire country was authorized by the Executive Board in January and entrusted to a Committee of Five on Library Service. This Committee was charged with the duty of setting down the actual conditions of American libraries today, their incomes, their property, their staffs, their salaries, their methods, their practice. It is to report here on its plans. How great is the need for some such statement of conditions, practice and standards I can testify from repeated experiences during the past four months. "Can't you give us some *definite* statement of what it would cost to run a college library in the right way?" That was the demand the Ohio College Association made on me last April. "What should we as trustees expect our new librarian to do," has been asked of me a dozen times in the last year. "Is our library doing well for its income?" is a fair question for any citizen whether a trustee or not.

Some norm by which we can measure ourselves, some statement of practice, of salaries, of methods of training, which trustees and librarians can set before them as a goal, or a point of departure; this is what the Committee of Five will try to draw up. To do this properly will be most costly—but then, so will any other piece of good work. If we are to go forward we must first know where we stand. This we hope the Service Committee of Five will tell us, and I appeal to you all to second their efforts in your most hearty manner.

One of the amazing experiences of the library service for soldiers and sailors has been the repeated calls for similar service to civilians. The money contributed for

war work has been used solely for war work, but it has been heart-breaking to refuse the many appeals for help—help which we could give, had we but the means. At the Council meeting which is open to all members, some of these kinds of service will be brought out by persons who have knowledge of them. But let me say in advance that we could keep an active force at work at Headquarters doing perfectly legitimate library work not now being done by established agencies, had we the means. There is the continuing service to the army and navy, which we hope will be taken over by the government; service to the merchant marine—now so sadly neglected, and so appealing in its demand; service to lighthouses and light-ships, and to the coast guard; information and inspection service for communities in real need of expert advice, particularly in states having no library commissions; service to the blind, which is so costly and which so few local libraries are able to render effectively; service in organizing inter-library loans, and thus making the resources of the whole country serve research; service in co-operative buying in which we ought to bring to play for the benefit of us all the experience of buying for the war-work; service in publicity which will recognize that the best publicity is service; service to practical bibliography, unlocking the treasures too frequently concealed in card catalogs; service in preparing all manner of union lists, to avoid much duplication of rare sets, and much bidding against one another; service in aid of special library training; service—but I will stop; why catalog the various co-operative enterprises and public benefits in which we are eager to engage? The work is here and ready to our hands. The harvest needs but the reapers.

But says doubting Thomas—for he is here—many of him—where is the money coming from to do all these fine things? Where, I ask, did the millions of books come from? What was the source of the millions on millions of magazines? Who gave us nearly five million dollars for our war work? The American people only have to be convinced that we have a good thing,

to give us all the money we need. If we can't convince them—then we won't get it. But we should, I am sure, have a friend in every man in both services who saw our book-plate on a book he read. If we can believe the tales we hear and the letters that come in, the boys believe in us and in our work. If, as I believe, we have their good-will, the rest is easy. The money will come—but not without asking, if also not for the asking.

It will be our task at this conference, my fellow-members, to decide whether you wish to make the venture, to ask for the money, to decide whether you believe enough in your work to try to make the American people believe in it.

A word in conclusion. The emergency work of the past two years has been done by a happy combination of our experienced leaders and our younger men and women. If the American Library Association is to go forward—whether on the plans before us today or on any others, it matters not which; if the American Library Association it to go forward it must be by the efforts of the younger generation. I see before me a few veterans who have been with the Association since its first meetings. We listened last year at Albany to him who was long its chief servant and its chief in-

spiration, Melvil Dewey. But, ladies and gentlemen, his words—prophetic as they were—marked the end of an epoch. The men of 1876 are almost all gone. The men who come into the work in the nineties are getting old. The war has shown the powers of those men and women who have come to us in the last two decades. To them belong the tasks of the near future. If ever we feared lest the men who should succeed Dewey and Winsor, Larned and Poole and Cutter, Fletcher and Little and Brett, should set a lower mark than theirs that doubt has been resolved by the last two years. Those who come after our pioneers are more than equal to the task. Together, if they will bear with slower wits and less active bodies of us older men and women, we can carry the American Library Association on to greater and nobler service.

For very plainly we stand at the cross-roads. Our war service is all but done. Six months will see the end of it. We can of course go lumbering on, doing fairly well, as of old, our accustomed tasks. Or we can strike out into new fields, in ways of practical library service that are clearly open. I am confident of your choice, and more confident that we can not go back. We shall, I am sure, make 1919 memorable and the year of the great decision.

## INTERPRETING THE LIBRARY MOVEMENT\*

BY GUY E. MARION, *Director of Record Section of Community Motion Picture Bureau, New York City*

It is now ten years since the Special Libraries Association came into existence. I am convinced that library ideas may grow into facts not differently from inventions in the scientific world. As the invention passes through its stages of ridicule, experimentation and acceptance so we have had our vicissitudes, but looking backward I am certain that definite contributions have been made to the library movement as a

whole. Men with breadth of vision and executive qualities have identified themselves with our Association. They have brought into our counsels from their rich business experience new ideas and a fresh approach to our problems. The entrance of these personalities into our library conferences has acted as a strong leaven and has had a marked beneficial effect upon the parent organization and its affiliated societies. The formation of the special library was a direct result of the demand for ready reference material furnished with expedi-

\* Address of the President of the Special Libraries' Association, at its 10th Annual Meeting at Asbury Park, N. J., June 24-26, 1919.

tion, coupled with its presentation in organized and digested form—this function with due justice to its numerous readers the public library did not perform. Hence the creation of the special library.

This association was born out of that idea. For two or three years it suffered from the criticism it met at the hands of the older school librarians who had little sympathy for this rather rough treatment of their cherished ideals. Yet it forged on in the hands of a devoted band of supporters—I could name many of them, I see them sitting here before me—passing through the experimental stage working out many of its own ideas and practices until it stands today a well recognized and accepted fact. The Special Libraries Association has builded its success around this new idea and still champions it. That the idea, then, as originally conceived and promulgated, has proven itself to be the correct interpretation of librarianship is ever more and more increasingly evident from the attending facts. Today we are a strong body of over 400 members widely distributed in every corner of the country and overseas in several foreign lands. Let us accept then the fact that the "Special Library," perhaps unwisely so called, for lack of a better term, has found itself and become a real living and vital part of the whole library movement.

With this thought in mind, may we call attention to a few of the striking occurrences of the past year as they have impressed themselves upon your President.

A year ago we, too, stood "at the cross-roads." The affairs of this association were at a critical position. Larger national issues had compelled many to devote less time to the usual plans and their encouragement. After passing this meeting new officers were installed by a nominating committee which the convention had charged with this difficult task. Let me say here and now that such a method of election should never again be resorted to by this or any other body should it even become necessary to lock the doors and compel an election by real congressional methods. Fortunately, we have had a most happy issue

out of all our afflictions due to the devotion of each and every one of my associates upon the Executive Board and to the cordial and loyal support of our members everywhere at large. Here let me acknowledge to you all publicly the splendid work done by our new Secretary-Treasurer, Miss Williams of Wilmington, Delaware, who has devotedly stuck to her work even under the trying conditions imposed upon her as a result of the increased price we were obliged to put on the magazine, necessitating as it did much additional correspondence with our entire membership. . . .

To Mr. Friedel of Boston who took up the Editorship, when Mr. Power left for France, we owe many thanks. He not only did this actively and earnestly but the results have been only too evident in the increasing quality and merit of the paper itself. Mr. Redstone, our Vice-President, who during the year has personally undertaken his largest work as State Librarian of Massachusetts has found time and energy to devote to the work of our Executive Board, attending all its meetings. Many others have helped in one way or another.

As a result of much correspondence and several conferences we now advance the following definition trusting that it will cover with some degree of satisfaction the ideas of all:

"A Special Library consists of a good working collection of information either upon a specific subject or field of activity; it may consist of general or even limited material serving the interests of a special *clientèle*, and preferably in charge of a specialist trained in the use and application of the particular material."

To thus consolidate the ideas of many into a concrete definition, I consider it to be one of the accomplishments of the year and one which will do much to remove opposition and concentrate, on the other hand, diversified interests into solid support.

We should turn ourselves to the problems of using this definition. It is so clear that any business man can understand it. He can, without our help, on seeing this definition, classify himself as "within" or

"without." It was our one thought that this should be so clearly done that this might be true. Then, with wide publicity through technical papers, we can hope to unearth and bring to light many now unknown special libraries and gather to ourselves their support, giving in return our co-operative help. It should be one purpose then of the next administration to bring about a complete survey of the Special Library Field throughout the United States and in foreign countries.

This problem is a vital one and requires careful work. Your president during his administration has been privileged to cross the country from coast to coast and see special libraries in a new light and also in their relation to the whole library movement. It is but yesterday that it could be safely said that there were a few special libraries in the larger cities along our Eastern seaboard and that was all. This is no longer true. In a thriving Pacific Coast City I found no less than 10 or 12 small library beginnings, one in a large power company, another in a prominent furniture store, two more in the motion picture plants of the larger producers, still others in the leading banks and manufacturers of the city. Tomorrow they will be full fledged special libraries, well organized, properly manned and performing a vital service in that community. I may add that I discovered these without the help of the local public librarian and *from* this fact I wish to draw some observations. These special libraries should be built up rapidly and effectively under the help and stimulus of the local public librarian. If encouraged and helped, thus to get onto their feet, every one of these special libraries will naturally become a prop to the public library itself in its time of need. No public library in a large community of diversified industries can ever hope to compete with its public funds as backing against the special library when well developed in any one industry and backed by its unlimited resources, but on the other hand the public library should encourage the coming and growth of these special libraries to strengthen its own resources. In such a

community I picture a progressive public library doing everything to lead its local industries to establish special libraries of their own by loaning books and other data pertaining to their work and thus sowing the seed, so that in time the public library may be able to command through contact with these highly developed special libraries information which it would never have found available. In this way we have a complete and entire library system for the whole nation. It centers in the Library of Congress at Washington, from there it radiates to every state in the union to the several State Libraries, thence, to the local public libraries within each State, and each of these in turn will be surrounded by a group of financial, commercial, industrial, medical, technical and other special libraries. We thus disarm all opposition and construct a whole organism. Special libraries should be helped not hindered, their association should be supported and fostered, and the very greatest co-operation should exist between all libraries. No one element alone is complete without the others. All are stronger for each other's help.

Another reason why we should begin to see this whole problem in its entirety is this. The war has sown the library idea far and wide and sown it through the support of all classes of librarians alike. Where may we look for the first reaction from this effort? I am led to believe that these thousands of young men returning to industrial and commercial life will not fail to remember that they looked up some things in books and pamphlets while engaged in the world's greatest undertaking and were able to do the thing at hand better because of information in print. If this is so, they will call for books and they will use the printed page in their daily work. Our business executives will readily accede to their demands and information collections will grow up in spots heretofore uncultivated. This is more likely to be true than that a wider use of public libraries will immediately follow, for the workman always asks to have his tools close at hand. This will mean a new group of special libraries

in every city; not a lot of new branch libraries in each community. Furthermore, we must always remember that where there may be one public library system in each community there may be as many special libraries as there are separate important enterprises able to support them. Recently a publisher has prefaced his circular letter to sell books with this statement, to the effect that many of his customers "have found that it paid to install libraries of practical books of interest to their employees and workmen. They have found that it not only stimulated production, but improved the personnel of their force, by developing more interest in the work and a higher state of mentality." This sums up well the essence of the special library movement and I have only hoped to point out these things to the end that our friends—perhaps I should say our foster parents,—the public librarians, will eventually accept us and aid us, that we in turn may gladly and willingly uphold their hands. We are both parts of one organic whole.

If this then be true, we believe a spirit of co-operation should exist between the two groups and neither one should encroach upon the other's field. It is no more ridiculous to see a special librarian assuming to run a public library than it is to see a public librarian complacently attack a special library problem feeling his own capacity to do the thing without the help of the one who has spent his days and nights working in this particular field. Each should look to the other for those things belonging within the other's scope.

I have been impressed further on returning by way of Chicago by finding a great technical library well handled and with a fine conception of its relation to the surrounding smaller libraries of which you will hear more during this conference. And under the same roof we found a highly developed and flourishing special library in the world's greatest retail merchandizing emporium. We think this latter type of library is but an expression of what will ultimately be found in hundreds of similar establishments in all of our cities.

Of the problems of our internal organiza-

tion I shall barely speak. Much is needed to take care of our steady growth. The work, if it continues to be voluntary, will have to be split up. A vice-president might well be added, perhaps two, and a definite assignment of duties for each laid down. The office of Secretary-Treasurer may need to be divided. A publicity manager becomes imperative if we are to get the much needed revenue so easily to be found in this field. A handbook, which has often been urged, is still highly desirable. These are all constructive plans useful to make us develop as we should. Paid services with increased income can well supplant volunteer effort in our work, in fact paid services are becoming imperative if we grow much more. It is worth while for us to be considering the problem of a headquarters in some large eastern city, since our stronghold lies here still, where the Associations' activities could be pressed not sporadically but daily as a part of a regular program. These things I lay before you and urge that you do not go away from this conference without discussing and acting upon many of them.

In conclusion I can do no better than to quote from a recent letter from our former Vice-president, Mr. Herbert Brigham who urged that more stress be put upon the development of research in the special library field. He continues "By research I mean an active development to keep pace with the changed conditions due to peace and the unusual position of the United States in world politics. The export field, transportation, business costs and kindred commercial problems will probably require extensive research.

The Special Libraries should have a stronger back-ground in commercial practice and should be ready to meet the growing demands for subjects that I have enumerated. The special librarian should be *more* than the keeper of books; he should delve deep into the problems which surround the specified business to which the special library is attached and should have a ground work for the larger aspects of the business world."

## LIBRARIES FOR THE NAVY\*

BY ADMIRAL ALBERT GLEAVES, U. S. Navy

Mr. President, ladies and gentlemen: It is a very great pleasure and privilege for me to be here with you today. Next to ships I would rather talk about books than anything in the world. When I first began my excursions into literature, through a little classic called "Reading Without Tears," in words of one syllable, books have been my constant companion. When I first went to sea in 1877, and that is a mighty long time ago, I was accustomed, whenever I had the opportunity, and when the circumstances permitted, to always carry with me up on deck, in the mid watch, that is, from midnight to 4 o'clock in the morning, four or five books; I liked to vary my menu every hour. One of those books always was a "Spectator"; I don't believe as a midshipman I ever kept watch without a "Spectator."

In those days the library aboard the old flag ship Hartford consisted of a Bible, Story "On the Constitution," and Frank Moore's "History of the Rebellion," in an endless number of volumes. Now, the Bible was used for strictly professional purposes. It was taken out frequently to swear witnesses in court martial cases. I don't think anybody in the ship cared anything about Judge Story's Commentaries, and as for the "History of the Rebellion," the events were too recent then to warrant an excursion into the Admiral's sanctum. So the people who loved books usually took them to sea with them. I don't think, if I remember correctly, that it was until in the eighties that regular libraries were established on board ship, and it was done at the instigation and suggestion of the late Admiral Chadwick, who was a great book man himself. The Government provided very generously for two libraries aboard ship, one for the officers, called the ship's library, and the other for the crew, but both officers and crew had access to either one or both of the li-

braries. The ship's library consisted largely of more serious works, what nowadays you call "high-brow stuff"—technical and professional books, and histories and biographies, and things of that sort, while the crew's library consisted mostly of fiction. These libraries were kept up to date and very generously supplied with the newest books by the Navy Department. The lists were from time to time revised by competent people in the Navy Department, and our libraries aboard ship were such that they were the subject of comment by foreign officers when they would come on board ship, the British following in our footsteps in regard to the establishment of libraries.

When the war came on, the Department made further generous allowances, not for the officers, but for the men, in allotting sums for magazines, weeklies, and things of that sort, and in the newer and larger ships, reading rooms have been provided for the men and the men have been encouraged to occupy them and use them. On Sunday afternoons on board ships, as you will see if you go aboard any of these ships in the harbor, now anchored in the North River, those rooms are not only occupied by the men, but by the men with their sweethearts. It is a very nice place for men to talk over their affairs with their best girls—and every sailor man has a best girl if he is the proper kind of sailor man.

My attention was first called to the American Library Association at the early part of the war by a representative of the Association, who came to talk over the question with me, as to the possibility of supplying our ships with books. The idea appealed to me instantly, and we decided that a fair proportion of books would be one for every four men. That is the number shown by my order, and those books were put on board ship. I have forgotten how many books were allotted to my force alone. Of course the transport force, the

\* Address delivered at the Asbury Park Conference. From the uncorrected transcript of the reporter's notes.

cruiser force, was the largest single, active unit during the war; necessarily so because we had to carry over so many men.

The American Library Association has provided for both services, including the marines, something like a million and a half books. I think I am correct in saying that about 650,000 were sent to the ships, the naval stations, and to the marines. Now, 650,000 books is a goodly number, but the work of the Association did not stop there. When the ships returned, representatives of the Association would come aboard, the books that had been worn out in use were gathered up, and were replaced by good books. The thing that appealed most, I think, to every officer and every man was the unostentatious way in which this work was carried on. There were never any Macedonian calls for help in the way of contributions, but above all, the men were made to realize and to feel that the books were their own. There was no restriction whatever on men drawing them. All the Association asked—they required nothing—demanded nothing—all the Association asked was that the books should be kept in circulation. That was a very modest request, and that was done.

Now, the question is asked sometimes, "Do these sailors read very much; do the soldiers read very much?" I know from personal observation that the books were in constant demand, and that they were in constant circulation. They were placed as a rule near the troop compartments for the soldiers, and for the sailors they were placed in their compartments. The books were allotted to them and they could draw these books; they were not responsible in any way for their condition or what became of them. If the books were lost, that was profit and loss to the A. L. A., and didn't concern the sailor man. There was no compulsion, no restraint; they had free access to these books.

The character of the books furnished was above the average. I think the enlisted man does not care so much nowadays about reading fiction as he does about something adequate to prepare himself for civil life when he leaves the service. Many of them

have only one enlistment, but every man that goes out into the great body politic from the Navy, if he is the right sort of man, is better equipped than when he entered the service. So they want to prepare themselves, and there has been a great demand. I understand from some of the officers of the Association, for technical books, on electricity, steam, boilers—all that sort of thing. They can read and study on board ship. I have seen men around on the docks, absorbed in books, and I have always felt if the bos'n mate had to pipe his whistle more than once to get attention, the youthful sailor or soldier who was just a little bit slow in answering the call because he wanted to finish his page or paragraph, and probably did it by carrying the book with one finger in between the pages, was to be excused, because there is nothing that so develops a man as reading. I have often wondered how people who do not care for reading can stand it on board ship, when there is nothing else going on. If he has the love of reading, he wants nothing else, and so I don't see how, when people go abroad, and look at pictures and statuary, or handsome paintings, they can appreciate that art unless they have read about it, and know what those things mean.

Your work is education of soldiers and sailors along those lines. I have been asked to answer two questions: In the first place, is your work appreciated, and in the second place, it is worth while? I think I am speaking as one having authority, and can say that after close observation for many years, I know your work is appreciated. You can see the answer to that in the ragged books passed from hand to hand, and turned in at the end of each voyage. They certainly show that they are appreciated, and I think that you are entitled to the thanks of the Army and the Navy for the splendid work you have done.

Above all, there is nothing sectarian in your work, and if war should come again, I would like to see in all the welfare activities, no religious lines drawn. I don't think it makes for the best. We are all one in our endeavor to win the war, to save the country, and it does not make any dif-

ference whether the Jewish Welfare Board, or the American Red Cross, or the Y. M. C. A., or the Knights of Columbus directs the welfare work. What difference does creed, race, or color make? There should be no distinction, and you are unconsciously, perhaps, the pioneers on those lines, because your books are there.

Now, is it worth while? I think I may speak for both services when I say that it is. Your work has been most beneficent; your influence has been far-reaching, far more so than I believe any man or woman here realizes, except those who have been aboard ship, and have been to the front, and have been in contact with it. All you have done strengthens the mental, moral, and intellectual fibre of every sailor and every soldier, and all for the glory of the nation.

There is just one suggestion I am going

to make, and then I am through. We all know your splendid poster of the soldier with the tin helmet, his arms full of books. Many of us watched it while it was in its original conception and the artist was painting it there at the library. Now I am going to tell you a little story, and then you will see the point. A lady came out of the Metropolitan Opera House in New York. She was talking to a friend, and was a very enthusiastic admirer of the soldiers. She said, "My soul has been in khaki for 14 months!" There was a sailor man standing by, who had also been at the opera, and he couldn't help saying to her, "Madam, couldn't you put your soul for a little while in blue?" I am taking the liberty of suggesting, Mr. President, when your artist designs the next poster, he will put his soul in blue for a little while.

## LIBRARY SERVICE FOR THE ARMY\*

BY FREDERICK P. KEPPEL, *Third Assistant Secretary of War.*

Mr. President and members of the American Library Association. I cannot, by the wildest stretch of the imagination, ever conceive the possibility of my being elected to this honorable body, but I want to say that in this particular matter of the war work of the Association I happen to have had something to do with it before most of you. I remember it very well, indeed. The war was then about two weeks old, so far as our participation in it was concerned, when I went to breakfast at the Cosmos Club in Washington one morning and saw there Dr. Herbert Putnam. His eye was unusually bright, and I suppose you all know how Mr. Putnam looks and acts when he is in the throes of a new idea. He had all the symptoms, and as he knew that I had some remote connection with the War Department he came over and sat down by me and said, "What are your soldiers going to have to read?" I replied, "I have not the slightest

idea." "Well," he said, "It is about time to begin to think of it." So I arranged to have him talk with Mr. Baker on the subject, and the interview was most satisfactory to the Secretary of War, because he had, I think, an entirely new conception of what the training of citizen soldiers should be.

We all know that in the past, so long as soldiers were valiant and were reasonably disciplined in arms, it was looked on as rather unwise to inquire too curiously into their conduct in other respects. The phrase "brutal, licentious soldiery" was regarded as not inappropriate or derogatory. Of course, we also know the terrible cost in human lives and human suffering from that assumption; that soldiers were naturally and inevitably disorderly and dissolute.

So that just at the time when Mr. Putnam's suggestion came to Mr. Baker the War Department was considering how to build up a wholesome series of substitutes in the way of diversion and relaxation for the soldiers to take the place of the other

\* Address delivered at the Asbury Park Conference. From the uncorrected transcript of the reporter's notes.

kind, which they would, in all probability, find if the wholesome ones were not provided. The assumption that an officer is a gentleman is almost as old as the military profession, but I think it is the first time in history that any nation assumed and acted on the assumption that the common soldier is also a gentleman, and it is the fact that the American Army was drilled and trained on that broad assumption which I think is the cause, more than anything else, for the fact that by and large, and with comparatively very rare exceptions, the American soldier was a true gentleman and acted as such.

Just before the suggestion from the American Library Association was made, the Commission on Training Camp Activities had been organized under the chairmanship of Mr. Fosdick, and plans were under way for athletics and singing, and movies and dramatics and dances—in fact, the soldiers up to that time had had planned for them practically all that is accepted under the term of college life, with the exception of the college. And therefore the intellectual element coming in through the suggestion from the American Library Association was doubly welcome and doubly appropriate. The work of the Association was welcomed by the Training Camp Commission, and as you all know, was taken in with open arms at the training camps and into the work in France. I have visited a good many of the training camps and I have seen a little of the work on the other side, so I speak to some degree from personal experience.

The buildings of the American Library Association in this country in the training camps here were havens of refuge to the men who wanted to take their relaxation a little quietly. I saw an entirely official communication from one of the inspectors general; I can't quote it exactly, but his comment was about as follows: "I have been asking the soldiers about the usefulness of the American Library Association buildings, and I have been told by a number of soldiers that they are the only places in the camp where a man was reasonably free and reasonably secure from either rag-

time or prayer-meeting." That was from an official communication.

The men and women who are classed in the great army of civilian war-workers—and it was a great army and it did a great work—these men and women are divided rather sharply between those who with the best will in the world dashed off into some wholly new and untried field of activity (and they were in the majority), and those who were willing to forego some of the excitements of novelty and variety in order to bring to the common task the training they had had in their daily work. The librarians are a very good example of the second group; instead of rushing off to do things that they knew nothing about, they brought their professional skill, and they brought their professional enthusiasm and their pride in the job, to the work that had to be done, and as a result the work was well done in all its aspects, and not only the War Department, but the individual officers and enlisted men in the Army, owed a very great debt of gratitude to the Association.

I want to say a word—perhaps the representatives of the Training Camp Commission can't say it quite so well—I want to say a word of thanks for the unfailingly cooperative spirit which the Association has shown in its relation to the Commission. The Commission was given the job of driving a team of seven horses, none of which had had any particular experience in going in harness, and it wasn't an easy job. The very seal for service of the various groups meant that they would get into one another's way, and Mr. Fosdick and his associates had no easy task of it, I assure you. But I don't think there was any exception to the rule that the A. L. A. stayed in the traces and pulled hard all the time; in fact, they were pointed to as examples. I do not know whether that added to their popularity with the others or not.

As I say, your work was well organized; it showed both ingenuity and initiative. I think any organization which succeeded in getting Mr. Burleson to send printed materials for a cent without addresses or other technicalities shows that it has the power

to get other people to do what it wants.

So far as I can see, the Association had no theories in advance, but met each situation as it developed, and met it well. It seemed to have learned since I was an undergraduate that the theory of library administration is to get the books to the readers, and not the readers to the books, and that certainly was welcomed by the soldiers, who had very little time to make long trips for books. It also seemed to believe that a worn-out, shabby book was the cause for congratulation, and not for apology. That also was very, very satisfactory.

The Association cooperated most effectively, and I think most unselfishly, in the great plan for educational work in France—that educational project which before it came to a conclusion resolved itself into a university of some 15,000 students, and a series of post and divisional schools that ran the total of students after the armistice in France up to nearly a quarter of a million men, a perfectly immense enterprise that was built very solidly on the help of the American Library Association in providing reference books and other books that were needed. And the books got over on time and were very much appreciated. One of the great revelations of the war has been the fact that the average, normal, young American male does like to read; he does like to use his brain, and that's a factor which I think we can remember, in your profession and mine. I think we very much underestimate the real pleasure that young men, and presumably young women, get out of using their brains. I venture to prophesy that the use of public and private libraries and library facilities among the men who are now returning to civil life from the Army, will be a very interesting phenomenon. I know that the Library Association didn't perform its service with a lively sense of favors to come, and perhaps it is for that very reason your rewards are very sure, and will develop very soon. You may have noticed that Admiral Sims, who is in charge of the fleet in foreign waters, has already made a very definite recommendation to the Navy that every battleship and every ship on which

our Navy is stationed should have an adequate library, properly administered. And the plans for the permanent administration of the Army include both a very carefully studied educational plan and a plan for opportunities for reading and for the use of books under proper care within the Army. So that both Army and Navy have learned the lesson so far as the use of books is concerned, I think.

Not long ago the War Department endeavored to ascertain, through the Training Camp Commission, the names of a few of the members of the different cooperating organizations whose service was of so outstanding a character that it would be appropriate for the Secretary of War to make some personal acknowledgment, and this request for a suggestion went to the American Library Association as well as to the other bodies. Let me read you the reply—perhaps you haven't heard it:

"While recognition of the Association as such will be very much appreciated, personal recognition of any sort is respectfully waived and distinctly not desired."

That brought us up rather with a turn, but on re-reading one could see that it was one more example and proof of the spirit of team play which is so striking a characteristic of this Association, of the subordination of the individual to the general plan. Now if I were a French field-marshall, I could decree that from now on forever after, members of this Association could wear a fourragère of some appropriate shape and texture to loop around I think it is the left shoulder; and I may say, incidentally, from our experience, the fourragère would not be made of red tape! I lack that power, and don't know that the fourragère would not be a little embarrassing, in the long run, in any case. This I do, however, and I do in all sincerity, Mr. President; I express on behalf of my chief and his associates, both military and civilian, the very sincere and heartfelt thanks of the Army for the generous, intelligent, and altogether effective cooperation of the American Library Association throughout the period of the war. That I do with very great pleasure.

## OUR LIBRARY RESOURCES AS SHOWN BY SOME GOVERNMENT NEEDS IN THE WAR\*

BY ANDREW KEOGH, *Librarian, Yale University Library*

President Bishop has asked me to give some account of the library side of the government office named The Inquiry, because he thinks it a matter of professional interest.

I shall say little of the personnel of the Inquiry, since there are two histories of the organization in preparation; one for the American Geographical Society, under the supervision of its director, Dr. Bowman, and the other for the War Department by the History Board of the War Plans Division of the General Staff. It is only necessary now to say that in September 1917 Colonel House was authorized by President Wilson to collect and organize data that might be useful at the eventual Peace Conference; that he promptly established in New York an office which was later called the Inquiry, under the directorship of President Mezes; that by the time the armistice was signed more than 150 American scholars had contributed reports on matters in which they were specialists; that representatives of the nations affected had come for conferences with the officers and specialists of the bureau; that there was frequent exchange of material and of views between The Inquiry and similar bureaus abroad, especially those of France and England; that the Department of State, the Military Intelligence Division of the General Staff, the National Research Council, the National Board for Historical Service, the Department of Commerce, the Tariff Commission, the War Colleges, and many other official and unofficial organizations, American and foreign, cooperated in the work; that after thirteen months the material gathered, amounting to several tons in weight was placed on board the George Washington to travel overseas with the President on December 4th, 1918; and that all the information gathered had been so carefully classified and indexed that it was instantly available.

The location of the office of the organi-

zation was a difficult problem, but it was finally solved by accepting the offer of the American Geographical Society to place its building and most of its staff at the disposal of the Inquiry. The Society's building is convenient of access and yet not too public; it houses a library and an organization intended for research workers; and it provided a place where confidential documents and maps were safe. From November 10th, 1917, the work of the Inquiry was carried on at Broadway and 156th Street under guard night and day.

At first the scope of the Inquiry was very wide, but with the establishment or development of other government bureaus to look after certain topics, such as strategy or international law, the work of the Inquiry became more intensive, until at last it was centered on territorial and economic matters. The main areas in which research was conducted were of course determined by the war itself, but special studies were made of disputed areas, or of local conditions that were the sources of political antagonisms. A typical study of a country included its political and diplomatic history, its economics, its geography, and its education. The historian reported on historic rights, including suffrage laws; on religious developments and customs; on subordinate nationalities; on the rights of minority peoples in composite populations; on recent political history as related to diplomacy and treaties; and on public law and constitutional reforms. The economist reported on international matters, such as raw materials, coaling stations, cable stations, tariffs and customs unions, free ports, open ports; and on regional matters, such as industrial development, self-sufficiency, and traffic routes in relation to boundaries and material resources. The geographer reported on strategic frontiers and topographic barriers, and on economic factors such as irrigation, not only in their present development but as to their possibilities in a general reconstruction. The cartographer made maps and diagrams to visualize every

\* Paper read at the Asbury Park Conference, June 23, 1919.

kind of distribution, such as racial, linguistic, and religious boundaries, minerals, fuel, water power, railways and trade routes, crops and live stock.

The study of a question consisted primarily in the collecting of the essential facts; and secondarily in the sifting and collating of these facts so as to show their bearing upon any solution of a problem that might be proposed. The work had no political bias, the instructions given to the experts being to exercise fairness and to consider the interests of the peoples in the territories affected. This complete liberty of action gave unbiased results, and it is gratifying to know that the work of the American experts won high commendation from the various foreign delegations.

For its collaborators the Inquiry turned to the universities of the country, since it is the function of the universities not only to train experts, but to maintain high ideals of thoroness and scholarly impartiality. The Inquiry did not confine itself to university faculties, however, but obtained the assistance of competent men without regard to university affiliations. Sometimes reports were requested from several different authorities, because on many questions there are not only two sides, but half a dozen.

The collaborators were not always at large universities, nor residents of large cities, and many of them could not leave their occupations to carry on research elsewhere. The Inquiry could not purchase the books they needed, partly because it lacked the money, but chiefly because of the impossibility of obtaining and storing so much material. The problem was complicated by the fact that the work had to be done with as much secrecy as possible. It became necessary, therefore, to organize at headquarters a bibliographical service which should do for these scattered scholars what a regular library does for its own clients. To this end great assistance was given by the American Geographical Society, which placed its whole library and its library staff at the service of the Inquiry. Not only did it do this to the fullest extent, but it bought large numbers of books and maps for the use of the Inquiry, and it began and car-

ried on a map-making program without precedent in this country. The American Geographical Society is however limited in scope and in funds, and a call upon other libraries for help soon became necessary. Of the outside libraries those upon which the greatest demands were made were Columbia and the New York Public. I put them alphabetically because it is impossible to say which rendered the greater service. Each purchased books that were needed, each provided special rooms for the research workers, and each gave reference service beyond measure. Columbia lent Miss Florence Wilson to become the Assistant Librarian of the Inquiry, and the American Library Association sent her to Paris to continue her work on the files she had cared for so well in New York. The cordial and unstinted assistance given by Dean Carpenter, Mr. Hicks, and Miss Mudge was only equalled by that so cheerfully given by Dr. Anderson, Mr. Lydenberg, and others of the New York Library staff. Outside of New York the greatest help was received from the Library of Congress. Dr. Putnam made more than one visit to the Inquiry, gave every facility for the use of the national library, and procured and made available many books that could not otherwise be had. Princeton contributed Dr. Richardson himself, who not only made investigations in the Library of Congress and elsewhere, but prepared for the Inquiry many bibliographies that were of the utmost service. The list of cooperating libraries is a long one, and it is a great pleasure to state that the librarians called upon went to extraordinary lengths in rendering service, giving their time and thought and energy, waiving rules whenever that was possible, and assenting willingly to the Government's requisitioning of books where the rules of their libraries made no provision for loans. I am particularly glad of the opportunity of stating that of the many hundreds of books from American libraries now in Paris for the use of the Peace Conference a large number bear the Harvard bookplate.

My paper has to deal, however, not only with the service rendered to the Govern-

ment by the scholarly libraries of the country, but with the service they did *not* render. Research librarians are expected to provide the materials for literary edifices, but even with the best of good will they cannot make bricks without straw. It does not detract from the value of the service rendered by American libraries to say that in our national emergency our libraries were not equal to the demands made upon them, individually and collectively.

Consider some of the details of one or two of the topics I have named above, and picture the amount of help that would be given to an investigator of one of these topics in your own library or in any library known to you. Suppose that an inquirer were to ask for material on the Trentino, for the purpose of making a general ethnic, strategic, and economic study of the area from the Italian frontier of 1914 to the highest peaks in the north, and a detailed study of the disputed triangle at the conclusion of the Italian-Austrian negotiations of 1915, with special attention to the ethnic composition of the Bozen Valley, the position of the ridge crests, and the economic draining of the area? Suppose another were to ask for information on the ethnic composition, the economic affiliations, and the political relationships of Bosnia, with particular reference to the tongue of land from Ragusa to Volavitz? Suppose one were studying any of the disputed areas of the Balkans—Epirus, Macedonia, Thrace, The Dobrudja, Pirot, Thasos, The Banat, the Maritza Valley? Suppose he were trying to draw topographical outlines of a possible internationalized area to include Constantinople and the Straits, and wanted the most recent and most accurate information about the administrative, military, and economic questions involved in its internationalization, including terminal and port facilities, police, sanitation, municipal administration, the ownership of the Bagdad Railway; and the relation of such an internationalized area to the Ottoman public debt? Each of the territorial questions had to be studied in just such detail, and in many cases the answers were not to be found in this country, and owing to war

conditions could not be obtained. The best ethnographic study of Serbia, *e. g.*, is by Dr. Jovan Cvijic, a member of the Serbian Academy of Science, and was published by the Belgrade Academy in three parts. The first of these was translated into German and published as a supplement to Petermanns' *Mitteilungen*. The second and third parts have never been done from the Serbian, and no copy of these two parts is in this country. Neither is any recent issue of the Turkish official year-book called *Salnameh*, unless indeed it be in the Turkish Embassy. The largest scale map of Persia is not here, and, worse still, its existence was unknown. The census returns of some of the belligerent countries are nowhere to be found; while the sets for other countries usually lack the latest volumes. If one wishes to check disputed national figures by the local church or school census returns, to see whether the national figures are falsified, the local returns are not available.

This regrettable condition of our scholarly libraries is well known to university librarians and to the librarians of other great research libraries, but the public is not aware of it, and there are many members of the American Library Association who do not realize it. The public library and the library of the small college provide books in the familiar lines of study, and this work is done well; but when a reader wants to go beyond the ordinary books on a subject, or to make research in some unusual field, his progress at once becomes difficult and sometimes impossible. To arrive at a sound conclusion in any of the instances I have named, one must have the local histories and geographies, the local statistical and commercial handbooks, the more important local newspapers and magazines, the publications of the local scientific societies. We have not spent money and time on such local matters because we thought them merely local, and of no interest to us. We did not care whether certain districts in East Prussia were German or Polish; did not know what is involved in the ownership of the Briey district; did not understand the meaning of the Pan-Turanian move-

ment. Yet these questions, and a hundred like them, are the questions that disturb the peace of the world. Even in our own hemisphere there are many danger-spots that may affect our national life. We cannot rid ourselves of these dangers by ignoring them. There are probably people in this audience who do not know where Tacna and Arica are, yet the questions of their boundaries may at any time bring on a war in which the United States may have to share. I venture to say that there is no library in this country that has the necessary material for determining the policy of the United States in regard to this and similar questions.

The truth is that the war found us as unprepared for making peace as for making war, and we were much worse off in mobilising for peace, because many of our necessary materials were thousands of miles away, with little or no possibility of getting

them. The formation of an enlightened American point of view on disputed questions was made difficult because we had not been foresighted. We have muddled thru. But now that we are to take our full share of the burden of civilization, and help to mould the lives of millions of people with whom we have not hitherto been directly concerned, we must educate ourselves for our new duties. Our research libraries must provide the means of education on a scale much larger than has hitherto been thought necessary. They must also organize their material and their effort so that unnecessary duplication may be avoided, that what is lacking may be known and provided, and that the literary resources of the nation may be made available easily and quickly. Our national counsel to be of value, must be informed; and our national decisions, to be just, must be based upon knowledge.

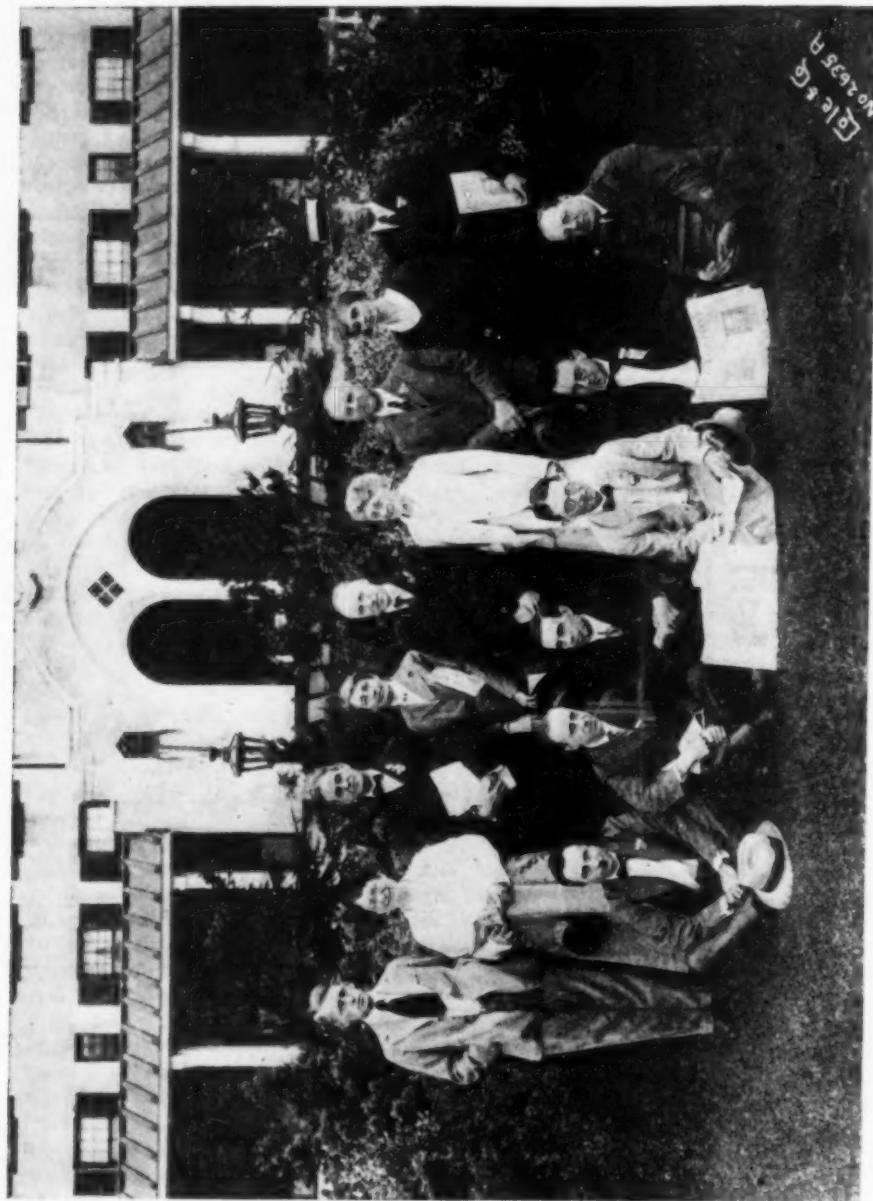
## THE USE OF PRINT—ITS ADVOCATES IN CONFERENCE

BY PAUL M. PAINE, *Librarian, Syracuse Public Library*

EVERY morning of the Asbury Park Conference a ten page newspaper, *The Use of Print*, devoted entirely to news articles, editorials, special articles and advertising pertaining to libraries, was distributed without charge. It was mailed daily to over 7000 libraries of the United States, Canada, Great Britain and France, to 356 newspapers, periodicals and publishing houses of the United States, and to 2580 librarians at the conference and in their homes.

This was done with not more than \$300.00 expense to the American Library Association and an equal amount to the Library War Service. The expenses of \$1600 for printing, paper and composition; over \$100 for wrapping and sorting; \$100 for postage and over \$500 for miscellaneous items were all paid by the advertisers. Advertising income was growing daily and advertisers found at Asbury Park were desirous of getting space.

Lloyd W. Josselyn, librarian of Jacksonville, Fla., was the originator, promoter, business manager and managing editor of the newspaper, and it was his zeal, patience and courage that carried it thru. Forrest B. Spaulding, librarian of Des Moines acted as city editor; Paul M. Paine, librarian of Syracuse had charge of the editorial page; Charles E. Rush, librarian of Indianapolis, and Joseph L. Wheeler, librarian of Youngstown were associate editors with all day duties of writing, re-writing, laying out and proof reading. Miss Margaret Duncan, of Jacksonville, was special assistant to the managing editor and came to the work a week early and stayed with it until the last form was locked. Purd B. Wright, of Kansas City, experienced as a newspaper man, rendered service as official interpreter between the amateur editors and the professional newspaper men.



THE STAFF OF "THE USE OF PRINT"

FROM LEFT TO RIGHT ARE, STANDING: CHARLES E. RUSH, JOSEPH L. WHEELER, LLOYD W. JOSELYN, PAUL M. PAINE, FOREST B. SPAULDING AND LOUIS J. BAILEY; STANDING: MILTON W. MEYER, THERESA HITCHLER, FRED B. WRIGHT, E. KATHLEEN JONES, JOHN A. LOWE, ELIZABETH C. EARL, WILLIAM F. YUST, MARGARET L. DUNCAN AND GEORGE F. STRONG

Louis J. Bailey was in charge of the delivery and mailing of over 10,000 copies daily.

Others on the staff were: Mary Eileen Ahern, Edna B. Pratt, Elizabeth Claypool Earl, William F. Yust, George B. Utley, Marion Humble, Theresa Hitchler, Frederic G. Melcher, John A. Lowe, Edith A. Guerrier, George F. Strong, Milton J. Ferguson, E. Kathleen Jones, George W. Lee, and Milton W. Meyer.

John Cotton Dana of the Newark Library appeared in the announcements as a special contributor, and he contributed more than appeared over his initials, for the editorial which in the first issue declared the general purpose of the paper was his; and the name, "*The Use of Print; its Advocates in Conference*," could not be mistaken. It expresses concisely Mr. Dana's view of the function of the public library, which, he says, should have as its field not books alone, but everything that comes from movable type and printing presses. Other more or less obstreperous ideas of Mr. Dana's found expression in the columns of the paper, one of them to the effect that there are too many speeches at these meetings and not enough conversation, and that those who have enlightening or informal matter to communicate can always resort to print, thereby saving the time of those who can read, or run if they prefer it.

Special arrangement was made with

The Asbury Park Press for the use of its plant, including the services of the composing room staff, whose members, as well as the stereotyper and other workers in the mechanical department of the paper earned the thanks of the staff of *The Use of Print* for their courteous and willing services.

A society column and a column of mixed poetry and prose paragraphs contributed gayety; but the newspaper was not in any sense a farcical feature of the meeting. It was a serious effort to supply daily the news of the conference to its members and to the libraries of the United States with articles upon the various features of library work, and editorial comment expressing, though not officially, the sense of the meeting. Thus it reported fully and with accuracy the proceedings of the two most interesting programs of the conference, the session which considered the plan of an endowment for the continuance of the work which the A. L. A. has done during the war, and the sessions which discussed, not without heat, the question of the organization of library employees in trade unions.

The value of *The Use of Print* as an advertising medium for the library movement in the United States was indicated by the great number of marked copies of the paper which were mailed from the desk of the New Monterey each day of the conference.

THERE are according to *Illinois Libraries* for April, one hundred and sixty-one librarians who have received special training in regularly accredited library schools. Twenty-three of these are at the head of public libraries, fifteen are at the head of college, normal school, business libraries or various other libraries in the State. The other one hundred and twenty-three are assistants in these libraries.

Of these trained librarians three are graduates of Dexel Institute Library School, ninety of the University of Illinois Library school, twenty of the New York State Library School, three of Pratt Insti-

tute School, five of the Carnegie Library School of Pittsburgh, seven of Simmons College Library School, six of the Library School of Syracuse University, five of Western Reserve Library School, and twenty-three of the University of Wisconsin Library School.

In addition to these, one hundred six Illinois librarians have taken a short course either at the University of Illinois or at some other summer school. Fifty-one are at the head of a public library, eight are head librarians in some other library, while the remainder have found positions as assistants in the various libraries.

## A SUGGESTED SALARY SCHEDULE

BY GEORGE F. BOWERMAN, *Librarian, Public Library of the District of Columbia.*

At the close of the last session of Congress there was created by law a "Joint Commission on Reclassification of Salaries" composed of three Senators and three Representatives, members of the 65th Congress. This Commission which is required to report early in January 1920 is directed by law to "investigate the rates of compensation paid to civilian employees by the municipal government and the various executive departments and establishments in the District of Columbia and report by bill or otherwise what reclassification and readjustment of compensation should be made so as to provide uniform and equitable pay for the same character of employment throughout the District of Columbia . . ." This commission will therefore reclassify the salaries of about 105,000 federal and District of Columbia Government employees.

As a part of its case for better salaries for the staff of the Public Library of the District of Columbia the Board of Trustees has adopted and filed with the Joint Commission the following suggested salary schedule, covering the professional and administrative staff only of the library, and not covering stenographic and clerical employees, messengers, pages, and members of the building force. So many librarians have asked for copies of this schedule as to justify its publication.

It is not now intended to discuss or defend this schedule. One feature should perhaps be pointed out by way of explanation. It will be noted that the scheme is sufficiently flexible so as to provide not only for original appointments to any grade but also for possible promotions from the first grade to the sixth, conditioned only on the progressive improvement of the individual in general education, technical knowledge and proved efficiency. This is designed to maintain the highest professional standards and at the same time to keep open to all the door of opportunity for advancement.

The schedule as filed is as follows:

Minimum and maximum salaries based on requisite education, professional training, experience, length of service, size of library (number of volumes, number of branches, sub-branches, stations, etc.) work of library (circulation, size and character) and other indications of responsibility of librarian and chiefs of departments.

Increases in compensation shall consist of annual increments of \$60 except as otherwise indicated, but shall be conditioned on satisfactory efficiency ratings.

Position	Salaries
Library assistant. (Grade 1)	\$1200 to \$1380

*Qualifications:* Not less than high school graduation and completion of one year course in training class of P. L. D. C.

*Duties:* Routine work, under supervision, in all divisions of the library service, including branches.

Junior librarian. (Grade 2)	\$1440 to \$1620
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*Qualifications:* In case of original appointment, the completion of not less than 2 years in an approved college and the completion of not less than one year in an approved library school,

or

. Promotion by examination to include academic subjects, general information and technical subjects, and on efficiency ratings while in Grade 1.

*Duties:* The more important routine work, under direction, in all divisions of the library service; to be first assistants in minor divisions and smaller branches and to assume entire responsibility in the absence of the chief; to assume the entire responsibility for the smallest or least important units of library service such as a library station.

Senior librarian. (Grade 3)	\$1680 to \$1980
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*Qualifications:* In case of original appointment, the completion of not less than 3 years in an approved college and the completion of not less than one year in an approved library school,

or

Promotion by examination to include academic subjects, general information and technical subjects and on efficiency ratings while in Grade 2.

*Duties:* Independent, advanced, and difficult work (administrative, reference and informational as well as technical), under direction, in all departments of the library service, including branches; to be first assistants in major departments and larger branch libraries and to assume entire responsibility in the absence of the chief.

Chiefs of minor departments and divisions. Branch librarians of small branches. (Grade 4) \$1800 to \$2280

*Qualifications:* For original appointment\* same as Grade 3; also promotion above \$1980 to involve examinations to include academic subjects, general information and technical subjects and on efficiency ratings during the period while incumbent received \$1800 to \$1980.

*Duties:* Administration of a small branch (total professional staff less than 5) under the direction of chief librarian and supervisor of branches; work in and supervision of departments and divisions of moderate degree of responsibility with a relatively small number of professional employees. (5 or less.)

Chiefs of major departments. Branch librarians of large branches. (Grade 5) \$2100 to \$2760

*Qualifications:* For original appointment, graduation from an approved college and the completion of not less than one year in an approved library school.

or

Promotion, by examination to include academic subjects and general information and technical subjects and on efficiency ratings while in Grade 4. Also, promotion above \$2280 to involve an examination to include academic subjects and on efficiency ratings while incumbents received \$2100 to \$2280.

*Duties:* Independent administration under the chief librarian, of departments involving large responsibilities, and having more than five professional assistants, or the

conducting of a branch library in a separate building with a total professional staff of more than 5.

Chief clerk and assistant to chief librarian. (Grade 5A) \$2100 to \$2760

*Qualifications:* For original appointment, at least graduation from both academic and business high schools and business experience. Promotion automatic on the yearly certification by chief librarian of the continued competence of incumbent, as work of library expands.

*Duties:* The position combines the responsibilities of private secretary and chief clerk. Involves handling of pay rolls, staff records, supplies, the audit of accounts for disbursement of Congressional appropriations and the collection and disbursement of library funds controlled by the library trustees.

Chief Assistant Librarian (Grade 6) \$2400 to \$3000

*Qualifications:* For original appointment, graduation from an approved college and the completion of a 2-year course in an approved library school; promotion beyond \$2760 to involve an examination to include academic subjects, general information and technical subjects and on efficiency ratings during period while incumbent received \$2400 to \$2760.

or

Promotion from Grade 5 to involve, however, examinations to include academic subjects, general information and technical subjects and on efficiency ratings.

*Duties:* To act as chief librarian in his absence and to perform all administrative, inspectional and other duties assigned by the chief librarian.

Chief librarian. \$6000 to \$7500

*Duties:* Administer the library system under the Board of Trustees and Commissioners of the District of Columbia according to law.

(*NOTE.*—Salary to be increased with the growth of the library system and consequent increase of responsibilities and to be fixed by the board of library trustees.)

*Note.*—This scheme is not solely designed to represent conditions as they exist in the Public Library to-day, but it looks forward to the expansion of the library system when it shall contain 7 or more branches in separate buildings, 25 or more branches in public school buildings, branches in more social settlements,

branches in many of the government offices, a municipal reference branch in the District Building, and other agencies to minister to the highly intelligent population of the District—now five hundred thousand but in a few years to be seven hundred and fifty thousand and possibly one million.

**REPORT OF THE LIBRARY EMPLOYEES' UNION NO. 15590 GREATER NEW YORK,  
1917 to 1919**

The following is furnished by the New York Library Employees' Union, and the LIBRARY JOURNAL is glad to print it in full, tho noting exception to some of its assumptions as to facts, and particularly its assertion that the increase of salaries referred to has in any way resulted from the action of the Union. *Ed. L. J.*

The Library Employees' Union was organized May 1917 to unite all workers in the libraries of Greater New York in an endeavor to remedy the particularly bad working conditions and wages of librarians, especially in the public libraries of the city.

The Union stood for the world ideal of the workers that only thru the solidarity of labor could unjust working conditions be changed.

The Union has consistently and fearlessly fought the un-American spirit of caste amongst librarians. It is against the claim advanced by some people that librarians are "professionals."

It declares that librarians are industrial workers in as high a degree as members of any of our allied trades.

The Library Employees' Union blazed the way, and at first was composed solely of workers in the two lower grades of library service in the public libraries of Greater New York.

May 1918, the Boston librarians formed a Union. The same year, the employees of libraries in Washington, D. C., organized themselves into a branch of the Federal Employees' Union. In June 1919, Philadelphia followed suit. All of these groups are affiliated with the American Federation of Labor. Other American cities report labor unions on the way.

Miss Tilloah Squiers, our President, has been in correspondence with library workers in England, France, Australia, Africa and South America. Articles dealing with the library question from the Union point of view have appeared in many papers and magazines in these countries. Besides our foreign correspondence, the Union has agitated this question in many American papers and magazines.

Special mention should be made here of the splendid co-operation and publicity given the Union by Mr. Hecht, Editor of the *Civil Service Chronicle*, New York City. Mr. Hecht opened the columns of the Chronicle in 1917 to the statements made by the Union, and from that time to the present date has aided us in every way possible.

One of our correspondents, Mr. Moffett of Louisville, Kentucky, has been active in the work and has been successful in having a woman appointed on the Board of Trustees for Louisville.

Who knows but soon our articles will be published in the LIBRARY JOURNAL and *Public Libraries* and the Union be given a place on the program of the next A. L. A.

The Union has declared for civil service for librarians. It did so because it believes that public libraries are public utilities and should be administered by the people thru their elected officials.

At present, our libraries are run by private corporations on public money, over which the city, state or federal officers have no control. This is an undemocratic Bourbon form of Government. It must go.

The Union has worked with both the Republican and Democratic administrations of New York City and has asked that

the City take over the libraries and place them under civil service rules and regulations.

It has introduced a resolution for civil service in the following organizations, which have endorsed it: National Women's Trade Union League, Women's Trade Union League, Greater New York and vicinity Central Labor Union of Brooklyn, New York City Federation of Women's Clubs, endorsed the resolution in May 1918, Federation of Women's Civil Service Organizations, and hundreds of other associations composed of men and women voters.

All of the Union locals in the five boroughs of New York City have been visited and the conditions of the library service have been explained to our fellow-workers.

Wherever we went, close on our trail followed representatives of the New York Public Library Staff Association, "our employers' organization."

In the two years since the Union was formed in May 1917, *every* librarian in the New York Public Library received an annual increase. In January 1918 *everyone* received a five dollar a month increase. In January 1919 *everyone* received a ten dollar a month increase. Not much, you say. Of course not. But for the New York Public!!! Before the Union started assistants had to wait from seven to ten years without a five dollar a month increase. See. And now, thanks to the Union, they get them every year.

Encouraged by the success we have had, the Union now plans to start a campaign for equal rights of women and men in the library field. Up to now all the important financial jobs have been cornered by men. Women have been relegated to the position of hewers of wood and drawers of water. The vote will change that. Our economic equality will follow our political.

The following resolution was passed by American Federation of Labor at its annual convention, June 1919.

WHEREAS we believe that public libraries are public utilities and should be owned, controlled and administered directly by the

State or City financing such library and

WHEREAS, we believe the present low and inadequate salaries and intolerable working conditions in our public libraries are due to the fact that most of the libraries are under the control of private corporations who are not responsible to the community at large although they are spending the public's money; and

WHEREAS, that since the right of workers to organize in trade unions and to bargain collectively is recognized and affirmed by the United States government, that this right shall not be denied, abridged or interfered with by the employers of the library. Therefore be it

RESOLVED by the American Federation of Labor in convention assembled at Atlantic City on June 9, 1919, that in the interests of the people and in order to secure good conditions for the workers, we declare ourselves in favor of civil service for librarians; and be it further

RESOLVED that a member of a Library Union, to be elected by the Union, be placed upon all Committees having in charge library activities, in which Union Labor is asked to co-operate, such as the War Service Committee of the American Library Association, and be it further

RESOLVED that a member of Union Labor be represented on all Boards of Trustees for libraries, and be it finally

RESOLVED that we earnestly urge all locals to give all assistance possible towards the organization of these workers, and be it further

RESOLVED that the Executive Committee of the American Federation of Labor be instructed to take action to remedy our situation.

#### LOST

Two cardboard boxes of catalog cards, fastened together with a wooden rod and labeled "Catalog Peculiarities of the Business Branch," strayed from The Newark Public Library exhibit in the Special Libraries section at Asbury Park.

Will the finder please pack and return to  
JOHN COTTON DANA,  
Free Public Library, Newark, N. J.

## THE CLASSIFICATION OF WAR BOOKS IN THE NEW YORK PUBLIC LIBRARY

By H. M. LYNDENBERG, Reference Librarian, New York Public Library

In collecting books on the European war our object in the reference department of the New York Public Library has been to secure what past experience has shown will be the kind of material present and future scholars and investigators may reasonably expect to find in a library such as ours. We have not aimed at completeness—primarily because our funds forbade. We wanted to get source material for the student of the cause of this eruption, of the conditions that prevailed before its outbreak or during the storm, of how the events as they unrolled from day to day impressed the spectator. We have left to our English friends the production of such bibliographies on the great war as Messrs. Lange and Berry have given us and to France the making of "complete collections of all printed matter relating to the conflict, such as are now growing in Lyons and Paris. We have, to be sure, printed in each issue of our monthly *Bulletin* since 1914 a list of our recent accessions in this field, but these lists have pretended to be nothing more than "contributions to a bibliography."

Expressed in figures it is safe to say we now have something over 16,000 titles exclusive of our official documents (of which, of course, the greater part issued since 1914 relate to this topic in some degree) or serials. There are about 4,900 pamphlets bound in pamphlet volumes and about 4,300 separate volumes classified under "European war, 1914-1918" as a subdivision of European history. Under such headings as "Naval history," "Aeroplanes," "Diplomatic history," "International law," etc., etc., we have about 6,800 additional titles.

In our public catalog under "European war" the cards number 16,840 and under related headings we have about 1,500 additional titles.

Our Slavonic division includes some 486

volumes and pamphlets in Slavonic languages on the war, and the catalog of this division contains 1,240 titles that touch the topic. In our Jewish division we have 40 volumes with 100 entries in the catalog relating specifically to the war. This material is supplemented by the Jewish press of the war period, represented by some 350 volumes, most of them published in this country. About half of this number are in Yiddish, including 100 volumes of daily papers. The rest consists largely of weeklies published in English, besides a few periodicals in French, Hebrew, Hungarian, Italian, and Russian. For our Oriental division we have been unable to secure, despite repeated efforts, anything in the language of the countries of Arabia, Turkey, Persia, or other countries of the East.

In our map room we have about 190 maps, 2 atlases, and a collection of 41 large base maps, published by the American Geographical Society in connection with the House Enquiry.

Our art division has about 100 reproductions of posters mounted in a scrapbook of sample posters, several hundred newspaper and periodical clippings classified under "Uniforms," 300 to 400 clippings on other phases of the war, and 1,500 photographs issued by the Committee on Public Information in Washington. Our posters number 3,500, 2,500 American and 1,000 foreign.

In our divisions of economics, technology, science, we have collections of clippings, and, of course, in each of these groups there are few clippings of recent date that do not more or less remotely relate to the war. Economics has in its file about 15,000 clippings and 1,000 pamphlets, exclusive of those entered under such related headings as Reconstruction, (600), Government control (900), For conservation (900), etc. Technology and science have each several hundred.

The war has undoubtedly affected the national music of all the belligerents. We have, however, not succeeded in securing any marked expression of its effect on the

\* Paper read before the College Reference Section at the Asbury Park Conference, and printed at the request of several members.

music of the European participants. Our music division includes several British song books of soldiers' songs, etc., and a few French and German. For its effect on our own country we have nothing more to show than some 250 "Patriotic" songs published mainly in this city.

It is not our practice in ordinary cases to bind and preserve more than one or two typical newspapers from foreign countries. Since the outbreak of the war, however, we have set aside all our foreign newspapers as a contribution to history, and these papers amount to some 180 titles or 20,000 separate numbers.

Coincident with the commencement of hostilities there came, of course, a flood of periodicals on the subject, some pictorial, some an expression of current opinion in caricature, others a more or less serious attempt to study conditions from the point of view of history, economics, sociology, or some other form of human thought. We have made a collection of a few of the more important or more striking titles of this kind and have some 48 titles or 1,730 separate numbers.

When it comes to the classification of material of this kind our experience indicates that the present day is not the time for minute classification. Under "European war, 1914-1918," as a division of European history, we have but 13 subdivisions, namely,\*

- Bibliography.
- History and description.
- Essays, addresses, sermons.
- Poetry and drama.
- Fiction.
- Posters, proclamations.
- Economic aspects.
- Peace terms.
- American participation.
- Influence and results.
- Medical affairs; Red Cross.
- Aerial operations.
- Trench and camp activities.

Though we classify our books broadly as they stand on the shelves, we classify the subject cards in our public catalog very minutely, there being some 116 separate

subject divisions under the heading of "European war, 1914-1918."

Our experience with pamphlets points most eloquently to the inadvisability of letting any pamphlet reach the shelves until it has been bound, preferably in a volume with other pamphlets sufficient in number to bring it up to a thickness of one or two inches.

Our posters have all been mounted on muslin, an expensive process to be sure, but one that is absolutely necessary if posters are to be kept or used. We have not reached what we feel is an ideal or final system of classification for posters. It is, of course, obvious that the first classification is one by nationality, and, under the nation issuing the poster, a broad grouping by subject or object. It is obvious also that Red Cross posters, recruiting posters, finance posters, etc., etc., be kept together, but after any such grouping there remains a large number of miscellaneous posters that refused to be classified in any satisfactory way. We have simply accepted this fact and deferred the solution of the problem.

\* This classification is not an ideal scheme; it is not recommended for any other library or collection; it represents merely certain groups into which it has been found advisable to subdivide the books we find on our hands. For a smaller collection the D. C. will probably offer the best solution of the problem. Articles on the classification of books about the war have appeared in the LIBRARY JOURNAL and *Public Libraries* as follows.

LIBRARY JOURNAL

- 1916 page 218 "European war-classification." Abstract of the classification of war books, by W. C. Berwick Sayers, in *Library World*, November, 1915, pages 132-134.
- page 60 "European war classifications." Note of D. C. Advisory Committee organized at 1916 A. L. A. conference.
- 1917 page 638 "D. C. Advisory Committee." Report at 1917 A. L. A. conference.
- pages 883-884 "War libraries abroad." Abstract of article by F. W. T. Lange in *Library World* for July [1917] based on article in *Le Mercure de France* for March [1917].
- 1918 pages 375-376 "Medical literature of the war—Classification." Abstract of war bibliography by Mrs. Grace W. Myers. Bulletin of Medical Library Association, October, 1917, pages 25-27.
- 1919 pages 293-294 "Classifying the politics of war." By William D. Goddard. This applies to 300's of D. C.

Public Libraries

- 1916 page 408 "Classification of war literature"—A letter from Louis N. Wilson, librarian, Clark University, with schedule of Clark University classification.
- 1917 page 141 "Brief note from D. C. Advisory Committee's secretary giving list of D. C. classes most in need of revision, including 940.91

## AMERICAN LIBRARY ASSOCIATION

### ASBURY PARK CONFERENCE

The forty-first conference of the American Library Association was held at Asbury Park June 23-28. Headquarters were again at the New Monterey Hotel, which had so satisfactorily accommodated the delegates to the conference of 1916. Almost 1200 members registered, this being about double the attendance at the Saratoga Springs Conference of last year.

There was no post conference trip, but library workers were cordially invited to visit the Newark Public Library and the Princeton University Library enroute to or returning from Asbury Park.

Besides the usual library school dinners, there were unusual dinners during conference week, one of these, that arranged by Mrs. Henry J. Carr, statistician and historian emeritus of the A. L. A., for "the Pioneers." Over three score and ten of those who had joined the A. L. A. prior to 1900, which was the twenty-fifth of the association, and who had therefore been members for twenty years, gathered about elongated tables in the Monterey dining room for this feast of the veterans. Mr. Bowker, as the vetissimus of the veterans, the only member of the 1876 conference present, was inducted by Mrs. Carr, as the presiding officer, and in the quavering voice appropriate to advanced years, gave welcome to the relics of the past century who were present. Referring to the Little Grandmother of the Russian Revolution, he paid tribute to Mrs. Carr as the Great-grandmother of the A. L. A. President Bishop and others, also made valitudinarian remarks and the aged company separated, happily without fatal accidents or wheeled chairs. Mrs. Carr, who had been costumed for the occasion, received hearty congratulations at the happy working out of her happy thought, and the Pioneers seem already to have become a historic institution.

Also under the patronage of Mrs. Carr, was the Breakfast of the Fivers at which a goodly number of members, attending their fifth conference, gathered on Wednesday morning. On the same day the Hospital librarians entertained the Library War Service Committee at luncheon, about eighty war workers meeting on this occasion. Another unique feast was the breakfast of the red-headed which was given under the patronage of Miss Sallie Askew at the Monterey on Saturday morning. Other guests as they passed this table for breakfast warmed their hands and hearts at

the ruddy radiance as they passed by. Decision was deferred until the next meeting on the suggestion of a well-wisher that the members of the circle should henceforth appear at conferences attired in redingotes, also on the proposed adoption of the crimson rambler as the floral emblem as suggested by the graceful act of a friend who provided a magnificent bouquet of these to greet the circle as it met round the breakfast table.

The most interesting new departure of the year and one which came as a surprise and which truly achieved its aim, namely "to entertain, interest and instruct librarians and help them to talk profitably" was *The Use of Print*, a note on which from the pen of Paul M. Paine will be found elsewhere in this issue.

#### EXHIBITS

The official exhibit of the American Library Association at Asbury Park was built chiefly for the purpose of visualizing Library War Service, to show the development of that service from the inauguration of the opening campaigns for books and money, thru the training camp distribution and then on out into the book service at the war front. Posters were arranged to show the amount of money collected and the distribution of it, as well as many photographs and illustrations showing the use made of the books by the men in the service. Another exhibit arranged by the Association was that to illustrate library publicity by means of stereo-motorgraphs. These machines automatically handle either illustrations or type figures, which in the form of slides are reflected upon dark screens with results that are plainly visible either in the darkness or in broad daylight.

An exhibit prepared by Edith Guerrier showed the use made by the National Library Service of the publications of the Department of Interior, together with a filing system which thoroly classified the bureaus and ramifications of the Interior Department activities. While only the work of the Department of Interior was featured in the exhibit, still the functions of National Library Service are similarly exercised thruout all the departments and bureaus of the national government to the end that the literature and the labor of our governmental departments may be available to the people.

One of the most interesting exhibits was that arranged by the Newark Public

Library featuring items of practical interest to special libraries, showing attractive placards, filing systems and printing.

As usual a number of the commercial firms who have business with libraries were represented at the Conference. The spirit of these commercial firms and their representatives is illustrated by the case of the representative of the Library Bureau, who in the absence of Mr. Borden of the Borden Bookstack Company did him the courtesy of explaining the features and values of the section of the Borden Bookstack on display.

The commercial firms represented were John R. Anderson, showing bargains from various publishers; The Bookman with photographs of many leading contributors; Borden Cantilever Bookstack with a section on exhibit; The Community Motion Picture Bureau with circulars for distribution. (Later in the week the Bureau gave an exhibit of its type service); The Holliston Mills, showing library buckram for book binding; McDevitt-Wilson Company, showing book bargains and remainders; H. R. Hunting Company featuring newspaper and magazine binding and the binding processes of their "re-enforced binding"; The Library Bureau, showing samples of practical guide cards; The Victrola Company with a machine and many records; Van Noststrand Company, illustrating the service available to librarians thru the agency of their technical book experts in the selection of a technical library; the Hammond Typewriter Co., showing the practical features of that machine particularly applicable for libraries for writing upon cards held in a vertical position; the exhibit of Gaylord Brothers, featuring a new "magazine arrived" indicator, as well as other important library tools; the H. W. Wilson Company, a display of their indexing, handbooks, and other literature.

#### OFFICERS ELECTED

The following officers were elected for the coming year:

President, Chalmers Hadley, librarian Denver Public Library.

First Vice-President, George H. Locke, librarian Toronto Public Library.

Second Vice-President, Cornelia Marvin, librarian Oregon State Library.

Executive Board (for term of three years.)

Carl H. Milam, director Birmingham Public Library (associated with the Library War Service since January, 1918).

Edith Tobitt, librarian Omaha Public Library.

Trustee of the Endowment Fund (for term of three years); E. W. Sheldon, trustee New York Public Library.

Members of Council (for term of five years each):

Miriam E. Carey, field representative, Library War Service.

Bessie Sergeant Smith, supervisor of smaller branches and high school libraries, Cleveland Public Library.

Phineas L. Windsor, librarian University of Illinois.

Lloyd W. Josselyn, librarian Jacksonville Public Library.

C. C. Williamson, chief division of economics, New York Public Library.

The Committee on Nominations consisted of:

Alice S. Tyler, chairman; Mary E. Hazelton, Margaret Mann, Andrew Keogh, Herbert S. Hirshberg.

#### FIRST SESSION

The first session was held in the Auditorium on Monday evening, William Warner Bishop, President of the Association, occupying the chair.

"Our War Service and Some of the Things It Has Taught" was discussed by Chalmers Hadley, the President-elect, who pointed out how widely this service had affected library institutions and library workers throughout the country, and how thru it library trustees have now for the first time been brought into full co-operation with the A. L. A. "The Library War Service," he said, "has placed libraries on the map to thousands of citizens, who were unacquainted with them. It has given greater consciousness to library workers; thru it the American Library Association has found itself a vital, centralized force in the United States."

Mr. Bishop then read his address on "The American Library at the Crossroads," which, as usual, is given as the leading paper of this Conference number of the LIBRARY JOURNAL. The meeting then adjourned, the members proceeding to the ballroom of the New Monterey, where an informal reception afforded opportunity for the formation of new, and the renewal of "auld acquaintance."

#### SECOND SESSION

The second session was held on Tuesday morning, Mr. Bishop presiding. The first matter taken up was the final vote on the amendment to Section 12 of the Constitution, the last sentence, namely, of the section

being amended to read: "The Finance Committee shall audit the accounts of the secretary, treasurer, trustees and endowment fund, treasurer of the Publishing Board and all other accounts and report to the Association at the annual meeting." This was passed.

The discussion of the Library War Service, which formed the greater part of the business of this session, as well as occupying the whole time of the two following sessions, was opened by Frederick P. Keppel, Third Assistant Secretary of War, by an address on "How the Army libraries have helped our fighting men." We give this paper on page 501 of this number of the LIBRARY JOURNAL. On the motion of R. R. Bowker a rising vote of thanks was passed to Secretary Keppel for this delightful address.

The report of the Library War Service Committee, which had been printed and distributed to the members of the Association, was taken as read, the Chairman of the Committee, James I. Wyer, Jr., merely pointing out certain features of the report, and noting that the report was merely an outline of the work done, and discussed neither tendencies nor results, nor did it make acknowledgment of obligations to those who had helped the Committee—for example, the Army and Navy for the gratifying absence of red tape, and to the people of the country who had so strenuously worked with the Committee.

A statement from the General Director, Herbert Putnam, from the American Library Association Headquarters in Paris, read by George B. Utley, told of the shifting of the center of gravity of the Library War Service from America to overseas since the last A. L. A. Conference, requiring the presence of the General Director in Europe, of the developing of new problems according as the old ones were solved, of the change in the nature of service since the signing of the armistice, and of the salvaging of material. He offered tribute to the other welfare organizations and to the war work of the American Library Association, notably, that of the Acting General Director, Carl H. Milam, and the European Representative, Burton E. Stevenson.

Supplementing Dr. Putnam's message, Mr. Milam gave a brief statement of the work of the year ending June 30th, which had served nearly four thousand camps, stations, hospitals and ships at home and abroad, and of the handing over of library supplies to the Army and Navy, looking forward to the giving of permanent library service thru skilled librarians to the men in both services.

On the motion of Charles F. Belden it was voted that the Association receive and adopt the report of the Library War Service Committee as printed.

The reports of other committees, standing and special, and of officers, were read by title. Most of these had been previously printed and distributed.

#### THIRD SESSION

The Library War Service of the Association was again the subject of this session, which was held on Tuesday evening under the presidency of Carl H. Milam, Acting General Director.

Theresa Hitchler gave a few impressions of her six months at Headquarters and in the field. Overseas experiences were related by Mary Eileen Ahern, editor of *Public Libraries*, who, in carrying out publicity work, had many varied experiences in Paris, in the various camps and with the Army of Occupation at Coblenz; by Judson T. Jennings, librarian of the Seattle Public Library; by Orlando C. Davis of the Waltham, Mass., Public Library, who had organized the work at the American Embarkation Center at Le Mans; by Samuel H. Ranck (whose letter, prepared for the Conference, was read by Clarence E. Sherman of the Lynn Public Library); and by Burton E. Stevenson (whose letter was read by Joy E. Morgan).

At an advanced hour, Asa Don Dickinson gave "Further Glimpses of our Service Overseas," illustrated by stereopticon views.

#### FOURTH SESSION

The opportunities for work in the future with the Army and Navy were stressed by officers of both services at the fourth session on Wednesday morning. Brigadier-General E. L. Munson, Chief of the Morale Branch of the U. S. Army, spoke of the value of the printed page as an aid to promotion and maintenance of good morale; and urged the continuance of library publicity aimed to attract those both in the army and in civil life, who do not readily find their way to the library, and the continued provision of primers and simple text books for a large percentage of persons, who tho able to read are entirely unable to profit by books of the better class.

Admiral C. B. Mayo of the U. S. Navy, speaking of the Library Service for the Permanent Navy Establishment, pleaded for the continuance of the help of the A. L. A. in the many problems still before the Morale Division of the U. S. Navy (which division has been established to provide for "health,

comfort, contentment, and recreation" of the Navy and Marine Corps) especially in the selection and purchase of books and the standardization of library work on the ships and at the naval stations.

Similar service for the Army was the plea of Major Jason S. Joy, Director of the Commission on the Training Camp Activities of the War Department. An appropriation of \$6,350,000 out of eight million asked for has been appropriated for this work, and it is librarians, and not those whose specialty is military science, who can develop and administer permanent libraries for the Army.

"Books and Reading for Men of the Navy During the War" was the subject of an address by Admiral Albert Gleaves, U. S. Navy, who has had charge of the Transport Service for the A. E. F. Himself, a book lover and a student, Admiral Gleaves spoke sympathetically of the development of the idea of providing libraries for men in the service. His talk is given elsewhere in this issue of the *LIBRARY JOURNAL*.

#### FIFTH SESSION

"A Survey of Actual Conditions in American Libraries" was the subject for consideration at the Fifth Session, which was held on Thursday morning, under the presidency of Charles F. D. Belden, Vice-President of the Association. Andrew Keogh, Librarian of Yale University, gave an account of "Our Library Resources as Shown by Some Government Needs in the War," which is given elsewhere in this issue.

Charles C. Williamson of the New York Public Library followed with the "Consideration of Some Present Day Aspects of the Library Training Problem," recommending the establishment of an A. L. A. Training Board, which, with the co-operation of representatives of existing or yet to be established library training classes, should prepare a scheme for the grading and certification of library workers. This Board would centralize certification, and facilitate the transfer of librarians from state to state, which under state certification would soon cease to be feasible. The scheme being supported by Theresa Hitchler, R. R. Bowker and others, it was, on motion of William W. Bishop, voted that the question be referred by the Association to the Executive Board.

The report of the Committee to Investigate Salaries, which had been printed and distributed, was then summarized. Adam Strohm, in commenting on the Section of City and County Libraries, which had been prepared

by Everett R. Perry, Chairman of the Committee, pleaded with the Chief Librarians to see to it that the \$57 a month, which the Committee had reported as the average minimum for this section, be rapidly relegated to the past, and urged them to work for vocational education in the profession, reminding them that the profession is its own best advertisement, that recognition by the public will come thru library workers taking their share in the larger life of the community, a thing which is possible only where salaries are such that the graces of life are not beyond the reach of librarians.

Azariah S. Root, reporting on the Section of College and University Libraries, said that almost without exception initial salaries paid to graduate librarians in College and University libraries were less than initial salaries paid to the graduate workers in other fields, and that new recruits were mostly not either college graduates or library school graduates. In the State, Mercantile and Endowed libraries, as reported on by Harriet P. Sawyer, the average minimum of \$70 per month, a minimum of \$500 per annum and a minimum of \$480 per year, respectively, are found. The report on the Government Department libraries by George F. Bowerman included a statement on the "Special Washington Situation." Librarians in Washington, most of whom enter thru civil service examinations, receive \$900 to \$1200 and seldom more; while, previous to the United States government provision of dormitories for War Workers, statements show that \$55 to \$70 per month was the cost of board and lodging.

Dr. Bostwick then presented the preliminary report of the "Committee of Five on Library Service" on a proposed survey of library. It is proposed to send out one questionnaire, the answers to which, when arranged and classified, shall constitute a body of definitely ascertained facts with regard to the work that American libraries are doing, and shall serve as preliminary to the consideration of the ways and means of extension work, and help to avoid omission and duplication in the extension of the book service to the country at large, which is now being planned.

#### SIXTH SESSION

"The future of library work in America" was the topic of the sixth and last general session, which was held on Friday morning, President Bishop presiding. Paul M. Paine outlined inspiringly "The library's task in reconstruction," dealing with the worker and his field rather than with his tools. He em-

phasized that the duty of the agent of free reading is to keep in mind the treasures of the past, so that they may enable men to live rather than merely to make a living. It is therefore the duty and privilege of the librarian to go forth and broaden the field of readers, to open the door of literature to those who by accident of race or position in life have never learned what good reading is, and finally, to provide for those who do read material on both sides of great questions, social and political—doing this fearlessly because of their trust in the inherent sense and judgment of enlightened mankind.

Following this, Jesse B. Davis, principal of the Central High School at Grand Rapids, Michigan, and late head of the Junior Library Employment Service of the United States Department of Labor, spoke on "The high school library of the next decade" and its rôle in forwarding the seven main objectives of modern education, mainly: health, command of fundamental processes, worthy home membership, vocation, citizenship, worthy use of leisure, and ethical character.

Supplementing Mr. Paine's address was the paper by John H. Leete, director of the Carnegie Library of Pittsburgh, on "Reaching all classes of the community." He emphasized the necessity of, and described some of the machinery for, providing technical literature for the unskilled worker, so that he may become a skilled worker.

#### RESOLUTIONS

Memorial resolutions for three members of the Association who had died since last year's Conference, William Howard Brett, Samuel Sweet Green and Raymond C. Davis were then adopted.

After these memorial resolutions, Mr. Meyer, as Chairman of the Committee on Resolutions, presented its report in several series of resolutions, which were unanimously adopted as follows:

EXPRESSING the Appreciation of the American Library Association for the Co-operation of the Booksellers and Publishers of the U. S. in Carrying on the Library War Service.

WHEREAS, The booksellers and publishers of the United States recognizing in the calls for books made on them by the Library War Service of the American Library Association, an opportunity for patriotic service, responded thereto with prompt and hearty co-operation,

First, in granting discounts which amounted to an elimination of all profits,

Second, in giving precedence to A. L. A. orders over the orders received from all other sources,

Third, in accepting and filling small orders with the same promptness and dispatch with which they handled large orders, and

Fourth, in submitting, almost without murmur, to some unusual delays in the settlement of accounts, recognizing that an office staff hastily organized, constantly changing in its personnel, and extending its ramifications to all parts of the country, was entitled to some such consideration, therefore, be it

RESOLVED, That the American Library Association in convention assembled at Asbury Park, N. J., hereby expresses its highest appreciation of the unfailing co-operation of the booksellers and publishers of the U. S. in carrying on its Library War Service, and that a large measure of the success attained would have been impossible without such co-operation, and, be it further

RESOLVED, That a copy of this resolution be sent to the American Booksellers' Association, to the American Publishers' Copyright League, and further, that they be printed in the *Publishers' Weekly*.

ENDORsing the Bills Making Appropriations for the Continuation of Welfare Work in the Army and Navy of the U. S.

WHEREAS, The American Library Association after two years of experience thru its Library War Service, is in a position to know, without a question of doubt, how great an influence for good among the enlisted men has been the direct contact with books, and how valuable expert guidance in their use has proven in connection with other welfare work; and

WHEREAS, There are before the Congress of the United States two bills making appropriations for the continuance of welfare work in the army and navy of the United States; therefore, be it

RESOLVED, That the American Library Association in convention assembled at Asbury Park, N. J., hereby expresses its approval of those two bills and respectfully urges their passage at the earliest possible date, in order that there may be no chance for a lowering of the high morale which the military and naval forces of the United States have achieved; and, be it further

RESOLVED, That copies of this resolution be sent to the Chairman of the Senate Committee on Appropriations, to the Chairman of the House Committee on Appropriations, to Major Jason S. Joy, Director, Commission on Training Camp Activities, War Department, and to Commander C. B. Mayo, Bureau of Navigation, Navy Department.

**ENDORsing the National Library War Service and Requesting Its Continuation.**

WHEREAS, There has been established, and is in active operation in the Bureau of Education, a National Library Service, which has furnished the libraries of the United States with valuable information concerning Government publications and affairs, be it therefore

RESOLVED, That the American Library Association endorses the work of the National Library Service and respectfully requests its continuance in the Bureau of Education. Further, be it

RESOLVED, That a copy of this resolution be sent to the Secretary of the Interior and to the Commissioner of Education.

**TENDERING the Thanks of the Association to Those Who Have Contributed to the Success of the Convention.**

RESOLVED, That at the close of the Forty-first Annual Conference, the American Library Association, in order to show its high appreciation of the efforts put forth, hereby expresses its profound gratitude to all those who have contributed to making the Conference a success.

To those not members of the Association and especially to the Hon. Frederick P. Keppel, Third Assistant Secretary of War, to Admiral Albert Gleaves, to Brigadier General E. L. Munson, to Commander C. B. Mayo, to Major Jason S. Joy and to Mr. Jesse B. Davis, who have come from a distance to address us, we tender our heartfelt thanks and assure them of our keenest appreciation.

To the state and local authorities and especially the librarians and to the local committee we express our gratitude for the many courtesies received.

On Mr. Lloyd W. Josselyn, Editor-in-Chief and Managing Editor of *The Use of Print*, and his colleagues, we bestow our appreciative thanks for the keen pleasure and the wealth of information the successive numbers have given us, and further be it

RESOLVED, That a copy of this resolution be sent to each of the gentlemen mentioned above.

**ON SALARIES**

WHEREAS, Investigations made by some of the most prominent members of the American Library Association have shown that salaries paid to library workers in the United States are inadequate to meet living expenses, and to compensate for the value of the services rendered, and

WHEREAS, The only way to meet the natural demand under present conditions, for higher

salaries for library workers, is to secure increased appropriations; therefore be it

RESOLVED, That the American Library Association strongly urge all governing or legislative bodies, federal, state, county, city, town or village to increase the appropriations for library salaries, in order to retain in the library service library workers who are forced by sheer necessity into other fields where the compensation constitutes a just return for scholarship and professional training, and, further be it.

RESOLVED, That the American Library Association take every available means to give this resolution the widest publicity, especially among those controlling appropriations for library salaries.

What proved the most exciting episode of the conference developed when Miss Maud Malone asked what had become of the resolutions of the library local union in New York which had been handed to President Bishop for the committee on resolutions. A parliamentary tangle ensued, in the course of which the reading of these resolutions was asked for and Mr. Meyer left the hall to look them up at the hotel, as the committee had decided against their presentation.

During his absence, the conference proceeded with its regular program of unfinished or new business and Mr. Wheeler introduced a resolution for the appointment of a committee on a central purchasing agency, which had resulted from informal discussion outside the conference. This was adopted without dissent.

The retiring President, W. W. Bishop, then presented the gavel and turned over the office of honor to the new President, Chalmers Hadley, in a few graceful words congratulating his successor on the success which he prophesied for the coming administration, to which President Hadley replied briefly, pledging his best efforts to fulfill his predecessor's kind prophecy.

Meantime Mr. Meyer had returned with the down-trodden resolutions which were read in full by the Secretary, Mr. Utley, as follows:

PRESENTED by the Library Employees' Union, 15500, Greater New York.

WHEREAS, The present low and inadequate salaries paid to librarians in the public libraries is due solely to the fact that all of the rank and file are women, and

WHEREAS, All the highest salaried positions are given to men by the board of trustees, and

WHEREAS, The present policy of library boards is to remove women from all positions of responsibility and largest financial returns, and replace them with men only, and

WHEREAS, This discrimination is based on sex, and not on any superiority of intelligence, ability, or knowledge on the part of the men appointed; therefore be it

RESOLVED, That we are against this system of removing women without reason, and are in favor of throwing open all positions in library work, from Librarian of Congress down to that of page, to men and women equally, and for equal pay.

A point of order had been made that such resolutions as involved a question of policy should be left to the Council but under the provision that the Association might by a three-quarters vote act independently of council decision, it was agreed that the resolutions should be voted upon by the conference. Mr. Wheeler suggesting that there should be no misunderstanding as to the feeling of the Association in the matter. Miss Alice S. Tyler made a dignified and earnest protest against the resolutions on the ground that women do hold important and responsible positions throughout the profession and are treated on an equality with men; and Mr. Bowker urged that a direct vote by the conference was in accordance with the spirit of the constitution and briefly cited by name the many examples of women who had been and are in the foremost ranks of the profession, as the two women presidents of the A. L. A. and Miss Eastman as Mr. Brett's successor as chief librarian at Cleveland.

Amid considerable excitement and some continuing protest question was called and the resolutions put to vote which on a count resulted 121 to 1, Miss Maud Malone not voting. It was notable that four-fifths or more of the audience were women.

The conference then made final adjournment and resolved itself into animated groups discussing the lively episode of the session which marked the close of the conference of 1919.

#### COUNCIL MEETINGS

Two meetings of the Council, open to the general membership of the Association, were held. At the first, on Tuesday afternoon, under the presidency of Mr. Bishop, the subject of discussion was "Shall a permanent endowment be undertaken for the peace time work of the American Library Association." Five-minute talks of a general kind were given by James I. Wyer, Jr., who was confident

that the patriotic motives which provided funds for war service, will see provision made, so that the American Library Association may fill its proper niche in ministering to the spiritual needs of the country; by Theresa Hitchler, who pointed out new fields which call for attention, and reminded the Association that the presentation of a detailed plan of what it was intending to do and how the money was to be got and spent, would satisfy whatever conscientious objectors there might be; and by Chalmers Hadley, who urged that it would be easier to start a permanent endowment fund now than, as had been proposed, to do so in five years' time. He believed that a preliminary survey would crystallize ideas as to what the American Library Association wished to do and would enable it to present its needs in greater detail than is at present possible. The discussion of a few of the many things the Association needs the money for was opened by Charles E. Rush, who spoke in support of greater publicity, co-operative publicity, the employment of a publicity expert, and the establishment of a publicity service bureau, as being essential to greater efficiency in library extension work. This service would prepare suggestions to librarians as to local publicity, obtain national publicity for libraries and establish relations with national associations and business organizations for the benefit of local libraries. Carl H. Milam spoke of the fitness of the American Library Association's assuming responsibility as a national association, for the providing and organizing of libraries for industrial plants, prisons, hospitals, the merchant marine (which has no claim on any local library), the coast guard (which after the declaration of peace ceases to receive library war service) and for light houses.

George B. Utley presented to the meeting the work which the Association could do for the small town, located in one of the many states which have no library commissions and desirous of establishing a modern library, by organizing these, and by resurrecting libraries which are dead.

"An adequate library survey: What it would accomplish, what it involves and what it will cost" was then presented by Arthur E. Bostwick, who submitted a proposed plan of work for ascertaining what libraries are now doing over the United States, a program which would cover two years of continuous work, and requiring the services of a director with an assistant and a clerical force, and costing, it is estimated, about \$88,000 for the two years. The work is going to be done, said Dr.

Bostwick, whether this appropriation is made or not, but if it has to be done by volunteers in odd hours, it will not be done with the completeness with which it ought to be done.

Elizabeth C. Earl then described the role which the Association might play in extending library privileges for the rural communities. She suggested a department of library extension with a staff whose duties would be to visit and study existing commissions, state libraries and traveling library systems, based on suggested changes in method, have information available for commissions on publicity and needed legislation and act as a clearing-house for ideas on library work in rural communities.

Secretary Utley then read the report of the special committee appointed to consider the question: "Can an adequate endowment fund be raised and should it be undertaken?" Walter L. Brown, chairman of the committee, explained that this was only a preliminary report and moved that a committee of five or more be appointed to thoroly consider this matter and to try it out before the mid-winter meeting of the Council. Frank P. Hill, opening formal discussion of the subject, explained the difficulty which the American Library Association has had in raising a preliminary fund to carry on its money campaigns. This is not, he said, the time for a campaign for funds, and trustees who have already loaned their librarians all over the country for war work, might hesitate about giving time now to their staffs to carry on a money campaign. He supported Mr. Brown's motion, suggesting, however, a year instead of six months in which to study the question.

Purd B. Wright expressed himself entirely in favor of every good thing which had been suggested.

At the suggestion of R. R. Bowker, who was scheduled to speak at this point, the discussion was now thrown open to the meeting. The first speaker, John Cotton Dana, drew the attention of the meeting to the fact that the 17,000 librarians in the United States were not relatively of very great importance in the distribution of reading, compared with the 500,000 teachers (outside of colleges and universities) and the tens of hundreds of thousands of persons engaged in producing books and journals. Referring to the suggestion that the Association should furnish library facilities to those who "work with their hands," Mr. Dana said that these workers themselves should supply those books, and not receive them either at the hands of their employers or from the American Li-

brary Association. The expenditure of \$88,000 for the survey of what the 17,000 librarians are doing, Mr. Dana thought not justifiable; and urged that economy of time and effort could be effected by a simplification of the form of the A. L. A. Constitution and by putting into the hands of three, four, or five persons the authority to conduct the affairs of the Association. Robert W. Henderson, of the New York Public Library, agreed with Mr. Dana regarding the undesirableness of the feature of philanthropy in the extension of library service and supported the motion that a survey of libraries thruout the country be made and a campaign be carried out for funds, which should be used to influence legislature to the end that libraries be established thruout the whole land. Robert Bliss, of the Pennsylvania Commission, Miss Hitchler and Herbert O. Brigham, having spoken in support of the proposed extension of work of the Association, Mr. Bowker was then called upon to close the discussion. Referring to Mr. Dana's stimulating remarks, which he said are always "like an ocean breeze," he suggested that the A. L. A. is perhaps the leaven which affects the 500,000 teachers and their pupils, and even some of the journals. The Association, he said, is the only great national agency to push extension work for those who still lack library facilities; during the war the A. L. A. found its soul, in the greater times of peace its soul should still be marching on. On the motion of Mr. Brown, seconded by Dr. Hill, it was voted that the Council request of the Executive Board the appointment of a committee to take into consideration the entire subject and report within a year.

The second open meeting of the Council was held on Thursday afternoon, with President Bishop in the chair. The report of the Nominating Committee named the following five new Council members, who were accordingly elected: Alice Tyler, Purd B. Wright, Clara F. Baldwin, Everett R. Perry and June R. Donnelly.

Twenty members of the Lending Department Round Table having requested that it be made part of the Association, it was voted that a committee be appointed to investigate this subject and report to the Council.

Mr. Bishop then introduced Frederick J. Teggart of California University, who spoke on "Plans for an international library of humanistic studies," defining "humanistic" as the "studies that center around man," and pointing out that there are over 2000 periodicals within the scope of the index, which are not

indexed in *The Readers' Guide*. It was proposed that the American Association of University Professors, which is carrying on this work, should work in co-operation with a committee of the American Library Association. The cost of the undertaking is estimated as not less than \$25,000 per year, obviously, the more libraries subscribing, the less the cost to each. Andrew Keogh, William N. C. Carlton, J. I. Wyer, Jr., and President Bishop having spoken in support of the enterprise, it was, on motion of Mr. Keogh, voted that the Council of the American Library Association cordially endorse the plan as outlined by Prof. Teggart and that there be appointed an advisory committee of four to co-operate with the American Association of University Professors in supervising the preparation and publication of the bibliography.

On motion of Mr. Wyer it was unanimously voted that Mr. Frank A. Vanderlip, to whom the Association is under exceptional obligations for his assistance in the work of the Library War Service, be made an honorary member of the American Library Association.

Discussion of the Smith-Towner Bill for the creation of a Department of Education with a Secretary of Education in the President's Cabinet was opened by Alice S. Tyler, who said that the time had come for librarians to become articulate on the question of education. She read parts of the Bill, calling attention to Section 3, which refers to the transfer to the Department of Education of certain offices of the Government, and to Section 10, which refers to the appropriation of 5/10 of the amount involved for the use of public, elementary and secondary schools, for the partial payment of teachers' salaries, and particularly for the extension and adoption of public libraries for educational purposes. Chalmers Hadley spoke in favor of the Bill, and mentioned that the A. L. A. had received a request from the National Education Association to co-operate with them. He moved that the American Library Association endorse the Bill, which motion was adopted.

Edith Guerrier was next introduced and spoke on the subject of National Library Service, explaining the work that is being accomplished for the different departments of the Government, with regard to usual lists of publications useful to libraries and sending them to all parts of the country. A committee of the American Library Association, she said, had met on the preceding day and had drafted a tentative agreement,

which is to be put into a Bill for the continuance of the National Library Service. It was voted that the Council express its endorsement of this proposed measure, and the meeting adjourned.

#### EXECUTIVE BOARD

A meeting of the Executive Board of the American Library Association was held on Friday afternoon, June 27, 1919.

Present: President Hadley, Misses Doren, Eastman and Tobitt, and Messrs. Hill and Milam; also Secretary Utley.

*Program for Enlarged Service.* The following resolution, drawn by a member of the Board, was read and unanimously adopted:

**RESOLVED**, (1) That the Executive Board recognizes the responsibility of the American Library Association to encourage and promote the development of library service for every man, woman and child in America.

(2) That a committee be appointed to consider the various reports and suggestions concerning the future work of the Association; to prepare an enlarged program of American library service; and to make a report as soon as possible with recommendations—these recommendations to indicate which features of the program are of immediate importance and to be accompanied by definite plans for the inauguration and financing of the work.

(3) That this Committee consist of two members of the Executive Board, who shall have power to increase their numbers to five and to appoint advisory sub-committees.

(4) That the Committee be known as the Committee on an Enlarged Program for American Library Service.

*Committee Appointments.* On motion of Frank P. Hill it was

*Voted*, That the President be empowered to appoint the various committees for the ensuing year.

*Committee on Importations.* Dr. Hill having presented, in writing, his resignation as chairman of the Committee on Importations, it was, on motion by Carl H. Milam

*Voted*, That the resignation of Dr. Hill as chairman of the Committee on Importations be accepted and that the appointment of his successor be left to the President.

*Midwinter Meetings.* The question whether or not to hold the customary mid-winter meetings (which have been omitted the past two years because of the war) being under consideration, it was, on motion of Mr. Milam

*Voted*, That the mid-winter meetings be held this coming winter in Chicago.

*Meeting Place for 1920.* The subject of meeting place for 1920 was informally discussed. The Secretary stated that he had received invitations from the Chambers of Commerce in the following cities: Chicago, Cincinnati, Detroit, Kansas City, New York and St. Joseph. It was the sense of the Board that no place east of the Allegheny Mountains should be considered. Formal action was postponed until a later meeting.

*Plans for Library Training.* The Association, having referred to the Executive Board for further consideration, the plans for a board of library training, outlined by Charles C. Williamson in his paper read before the Association, the Executive Board took the matter under consideration. Dr. Williamson sitting by invitation with the Board to participate in the discussion. It was, on motion by Mr. Milam,

*Voted,* That the plan of Dr. C. C. Williamson, set forth in his paper on "Some present-day aspects of the library training problem," projecting a scheme for library training, be approved in general and referred to the Committee on an Enlarged Program for American Library Service for early consideration and report.

*Plans for an International Bibliography of Humanistic Literature.* The Council at its meeting on June 26, having voted, after hearing Professor F. J. Teggart's plans for an international bibliography of humanistic literature, that an advisory committee of four be appointed to co-operate with the American Association of University Professors in supervising the preparation and publication of the bibliography, the Executive Board expressed its approval of this action and

*Voted,* That the subject be referred to the President for action.

*Rate for Rural Delivery of Books.* A communication having been received from Mr. A. L. Spencer, Greenwood, N. Y., requesting the Executive Board to endorse for the third time a plan for a cheaper local rate over rural delivery lines for public library books, it was

*Voted,* That the Executive Board of the American Library Association for the third time endorses the plan of a local flat rate over the rural delivery lines for public library books, the present parcels post rate in the local zone, while most favorable for commercial parcels, having been found inapplicable for this great educational use, and that it strongly recommends that this plan be fully considered by the postal authorities at Washington at the earliest convenient time.

*Supplementary Budget.* The Secretary presented a supplementary budget in the sum of \$1,383.65, which had been approved by the Finance Committee, and upon his recommendation it was voted that the funds be applied to the following appropriation heads: Bulletin, \$300; Conference, \$50; additional services, \$250; supplies, \$250; postage, telephone, etc. \$250; miscellaneous \$50; contingencies, \$83.65; travel, \$150; total, \$1,383.65. On motion of Mr. Milam, it was

*Voted,* That the Secretary be authorized to transfer money from one appropriation head to another in the budget at his own discretion.

*Co-operative Bookbuying.* The Association having requested the Executive Board to appoint a committee of five to consider the subject of co-operative bookbuying and to report to the Association, it was on motion of Mr. Milam

*Voted,* That the President of the Association be empowered to appoint a committee of five to consider the subject of co-operative bookbuying, and that this committee be instructed to make a preliminary report at least as promptly as possible in order that it may be considered by the Committee on an Enlarged Program for American Library Service.

*Revision of Constitution.* The Association having voted that the Executive Board be instructed to bring in a form of Constitution to the Association a year hence, it was, on motion of Mr. Milam,

*Voted,* That the President, Secretary, and retiring President of the Association be appointed a committee of three to make recommendations concerning a revised Constitution for the American Library Association, and that this Committee make a preliminary draft in time to present it to the Executive Board at its mid-winter meeting.

*Definition of Librarianship and Statement as to Appropriate Salaries.* The Association having recommended that the Committee of Five on Library Service and a special committee to be appointed by the Executive Board, present to the Joint Commission on Reclassification their views on the work of librarians and on the salaries appropriate to the various library positions in the Federal and District of Columbia governments, it was

*Voted,* That the Committee of Five on Library Service be instructed to co-operate with the Committee of the District of Columbia Library Association in presenting to the Joint Commission of Congress on Reclassification a statement as to the work of librarianship and

as to the salaries which are appropriate for various library positions in the Federal and District of Columbia governments.

*Next Meeting of Board.* On motion of Dr. Hill, it was

*Voted,* That when the Executive Board adjourns it adjourn to meet not later than the September meeting of the New York Library Association.

There being no further business, the Board adjourned.

GEORGE B. UTLEY, *Executive Secretary.*

**WAR SERVICE COMMITTEE**

A meeting of the War Service Committee of the American Library Association was held at the New Monterey Hotel, Asbury Park, New Jersey, Wednesday afternoon, June 25, 1919. Present: all members of the committee, also President Bishop, Acting General Director Milam and Executive Secretary Utley.

The minutes of the last meeting (April 5, 1919) were approved as sent to members in typewritten form.

*Disposition of Books and Equipment.*

At the request of Dr. Putnam, Asa Don Dickinson appeared by invitation before the committee to confer with it regarding the ultimate disposition of books now overseas. Two memoranda, both written from Paris under date of May 28, 1919, to the War Service Committee from the General Director, were laid before the committee and discussed, particularly one entitled "The surviving books in France and the disposition of them," carrying suggestions and recommendations as to their disposal.

Touching the legal authority of the War Service Committee to dispose of its books to others than soldiers and sailors or for their use, the Chairman reported conference on this head with George Wellwood Murray, Counsel to the Committee of Eleven and (at Mr. Murray's suggestion with Jason S. Joy, Director of the Commission on Training Camp Activities. The latter in oral interview at Asbury Park on June 25 formally authorized the gift of a reasonable number of books to French and Belgian educational and civic institutions or to American schools and colleges in other countries, such beneficiaries to be determined by the War Service Committee.

Acting under this authority, and upon motion of R. R. Bowker, it was

*Voted,* That the Committee confirm the gift of certain books to the Municipality of Beaune, as reported by the General Director.

On motion of Mr. Bowker, it was further

*Voted,* That the General Director be authorized by the committee to make gifts of books, the total not to exceed 75,000 volumes, to the following institutions proposed by him: American University Union, the Sorbonne, the Library of the University of Louvain, the International Institute of Bibliography at Brussels (for the Bureau of International Intercourse), Robert College in Constantinople, and other cognate institutions in Europe which the General Director may deem it appropriate to assist.

Continuing consideration of the disposition of books, the committee took up the report of the Sub-committee on Disposition of Books, Buildings and Equipment, made to the committee at its meeting of April 5, 1919, amending the report to read as here below presented:

To the War Service Committee:

The following is submitted as the report of the Sub-committee on Disposition of Books, Buildings and Equipment:

1. It is recommended that any or all books and library equipment remaining after the A. L. A. has finished its service to the soldiers and sailors of the World War be first offered to the War and Navy Departments in furtherance of any plan acceptable to the War Service Committee for a continuing library service to the American military and naval peace establishments; that upon approval by the War Service Committee the General Director is authorized to arrange for transfer of such books and equipment as may be desired by the government.

2. That the next choice be offered to other Federal institutions—prisons, coast guards, lighthouses, etc.—and to the U. S. Merchant Marine.

3. Material, if any, remaining after the performance of numbers 1 and 2 to be disposed of as follows:

a. *Books.* To one agency in each state to be designated by the present sub-committee, preferably in the following order: (1) Library Commission; (2) leading library (State library if possible); (3) Governor; (4) State Federation of Women's Clubs; (5) State Department of Education; and to be given by those designated institutions in their discretion to (1) libraries; (2) schools and colleges; (3) state charitable and penal institutions; (4) traveling library system. All gifts to be conditioned as follows: (1) to be gifts, not sales; (2) some return to be required; (a) in responsibility, assumed or agreed to; (b) in prospect of permanence; (c) in adequate provision for care and use; (d) in maintenance of satisfactory library standards; (e) in the establishment of a new library or library system.

b. *Buildings.* The General Director is authorized and empowered to dispose of library buildings (1) by gift to appropriate and responsible auspices for library purposes only, expense of removal to be borne by recipient; (2) by private sale. As a commentary on probable value the sub-committee notes that the War Department has indicated \$500 as a fair salvage value for our \$10,000 buildings; (3) by salvage: (a) on our own initiative and action; (b) in joint salvage with some or all of the seven organizations or as part of a Government salvage plan. All of the above plans to be subject to rulings by the War and Navy Departments as to legal title to buildings.

c. *Equipment.* The General Director is authorized and empowered to dispose of equipment according to the above plan for disposition of books and buildings and in the following order: (1) To War and Navy Departments as needed for permanent library service (free); (2) to those libraries to which buildings are given (free); (3) to other libraries as designated by state agencies named under a (1)-(3)

(free); (4) by sale, where none of the preceding opportunities are immediately available.

This report is meant to refer to books, buildings and equipment in the United States only. The disposition of overseas property will await later reports from the General Director.

The chairman presented a letter from the Navy Department accepting books and library equipment available at the end of American Library Association War Service.

The Acting General Director reported similar oral acceptance by the proper officials of the War Department.

Upon motion of Dr. Hill, it was

*Voted*, That the disposition of books and equipment be left in the hands of the Subcommittee on Disposition of Books, Buildings and Equipment, disposition to be made according to the tenor of the report of March 26, 1919, amended June 25, 1919.

*Report of War Finance Committee.*

The report of the War Finance Committee being next under consideration, it was

*Voted*, That the report of the War Finance Committee, together with the accompanying audit of Marwick, Mitchell, Peat and Company, and the acceptance of the audit by the American Library Association Finance Committee, be accepted and adopted by the War Service Committee, and that upon the request of the chairman of the War Finance Committee the latter committee be discharged.\*

*Discounts by Publishers.*

The general discounts accorded by publishers to the Association in connection with its war service being under consideration, the following resolution, drawn by the Chairman of the Committee, was unanimously adopted:

*Resolved*, (1) That the War Service Committee of the American Library Association conveys to more than two hundred publishers of books and magazines its sincere appreciation of the exceptional discounts which they have given on books and periodicals costing more than one and three quarter millions of dollars, supplied thru the American Library Association to American soldiers and sailors at home and overseas during the war. (2) That the War Service Committee is sensible not only of this substantial material obligation but of a continuing courteous and effective co-operation from American publishers in the many intimate relations involved in this joint service to the troops.

(\*The report of the War Finance Committee was printed in a pamphlet issued by that committee and also in the Report of the War Service Committee for the year ending June 30, 1919, pp. 9-15.)

*Correspondence Votes*

The Chairman announced that the correspondence votes on the two following matters were unanimous:

(1) Disposition of Liberty Bonds and other securities.

*Voted*, That the Committee retain these securities until their sale is absolutely necessary to provide funds for the furtherance of the work.

(2) Recognition by the War Department.

*Voted*, That while recognition of the Association as such will be very much appreciated, personal recognition of any sort is distinctly not desired.

*Budget June 1 to December 31, 1919*

The Acting General Director, Mr. Milam, submitted a working budget for period June 1, 1919, to December 31, 1919, the total \$1,364,000, carrying \$174,160 in addition to the budget of \$2,999,840, voted by the Committee on April 5, 1919. Whereupon it was

*Voted*, That as total receipts from the United War Work Campaign, Inc., are now \$2,975,000 and further receipts are reported as assured to yield the full A. L. A. quota of \$3,500,000, the budget just submitted by the Acting General Director be approved as a total budget against the United War Work Campaign quota of \$3,174,000.

*Voted*, That the General Director's office be directed to confine all liabilities, immediate and contingent, within the actual receipts from the United War Work Campaign, Inc., and is authorized to make transfers from one appropriation head to another as developments of the work may require.

*Statement of Receipts and Disbursements.*

Dr. Hill made the suggestion, which was approved by the other members of the Committee, that with the next audit a statement be made combining receipts and disbursements of both the First and Second War Service Funds.

The Chairman read a letter from Mr. J. L. Wheeler which constituted a brief report of progress on his "After-War Reading Lists." Owing to serious delays beyond his control none of the lists has yet appeared although several are nearly ready.

The Chairman placed before the Committee a letter he had received from Dr. René Sand, Medical Adviser to the Ministry of Labor of Belgium, and Professor at the University of Brussels, requesting the donation of some of the War Service books to the people of Belgium as the nucleus of a

system of popular libraries in that country. It was

*Voted*, That the letter be referred to the General Director with power to investigate and, if desirable, to include this request in the list of institutions which are to receive books from the Association's overseas supply.

The Chairman laid before the Committee a letter from Jean H. Picard addressed to President Bishop, suggesting A. L. A. co-operation with the Y. M. C. A. in a peace time library service in France. It was

*Voted*, That President Bishop be requested to take up with M. Picard the matters broached in his letter and to put him in touch with such officers and committees of the Association as can give him the best help.

GEORGE B. UTLEY, *Executive Secretary.*

#### TRUSTEES AND ADMINISTRATION SECTION

The report of the Committee on Library Administration submitted by George F. Bowerman was scheduled for the catalog section but as this paper was cognate rather with the Trustees' Section and the topics involved excited general interest, it was arranged that a joint meeting of these two sections should be held in the Auditorium, with the result that the Wednesday evening meeting became practically a general session of the Association. Washington T. Porter, as Chairman of the Trustees' Section, presiding. Judge Porter had added to the program the topic of the unionization of library staffs and this announcement heightened the zest of interest.

The chairman made humorous allusion to the smallness of the usual attendance of trustees at the A. L. A. section meeting, following an earlier statement of Secretary Utley that out of 40,000 library trustees throughout the country only 112 were members of the Association, leaving 39,888 to be recruited. In the absence of Clinton Rogers Woodruff, Thomas L. Montgomery, who as a library trustee is permanent secretary of the Trustees' Section, made the first address, continuing the chairman's line of remarks and speaking in general of trustee and staff relations. Arthur E. Bostwick was then called upon by the Chairman to speak on the subject of trade unionism within libraries, and said that in the St. Louis Public Library the staff have their way in the management of the library and that practically nothing of importance is done without consultation with the staff committee, and he thought it seemed a case of Staff Association vs. Soviet Government. Mr. Bowerman then presented in summary the report of the

A. L. A. Committee on Library Administration which had been printed in full and placed before the membership. He then spoke of unions in library staffs from his experience at Washington where the local union, affiliated with the National Association of Federal employees, had in its organic law a provision against strikes in government service and which was a part of the American Federation of Labor. He cautioned trustees against placing themselves in opposition to unions and called upon Miss Louise Endicott, as president of the union in his library, to come forward as Exhibit A, which Miss Endicott modestly declined to do.

Two handbills had been distributed outside the hall at a previous session, one giving resolutions adopted by the American Federation of Labor at its recent Atlantic City convention, the other containing an appeal from the New York Library Union. Attention was called to these handbills and the misstatements they contained and R. R. Bowker stated that President Bishop had expressed regret that the documents were distributed outside the session instead of within the hall, as the Association authorities would have been quite willing to do. Maud Malone, who had prepared the education resolutions, was asked what was meant by the statement that library workers were under "intolerable working conditions" and replied that low salaries involved intolerable working conditions. Mr. Bowker, speaking from the floor, said, "I am but a mere man and as a trustee of two libraries and president of one of these I live under the most intolerable working conditions for I have never received a dollar for this work." He urged that some representative of the Washington Union would speak and Eunice Oberly made a clear statement of its aims and methods, taking strong exception to the statements made on the authority of the New York Union. Miss Malone had been asked how many members were in the New York Union but replied that as a matter of policy they did not tell that, whereupon Miss Oberly retorted: "We do. We wear our badges." Mary Frank of the New York Public Library staff association then spoke for that organization, stating that it comprised five-sevenths of those eligible as library workers, and strongly emphasized the value of that type of organization.

Mr. Bowker who had been scheduled for an address on library service and salaries, then took the platform and was greeted by a spontaneous rising, as a token of respect for a founder of the Association and the only

member present from the conference of 1876. Instead of speaking specifically to the scheduled topic, he said that he deprecated the spirit of antagonism manifested by unions and would not like to see a library administration dominated by a sub-organization which held that all who did not come into it were "scabs." He instanced his own experience when the executive of the Edison Company in New York, which had eight-hour shifts, a labor council elected by secret ballot from each department and co-operating in the management, a labor dividend on yearly wages corresponding to dividends to stockholders and an open door for appeal to the executive in case of any dissatisfaction. At that time Mr. Gompers personally had said that if other corporations were as fair to their workers there would be no occasion for strikes, but that there was a state of war between employers and employees and employers must take the chance of sympathetic strikes. None of us in control of libraries have the right to say that an employee shall or shall not belong to any organization; that is the workers' individual and democratic right. We have been told that we should not describe ourselves as a profession, but we are proud of being members of a calling which by reason of standards of education and trained service is entitled to be ranked as a profession. Library service should be service of the heart, the head and the hand in the interest of the whole community. Referring to the statement from the New York Union that the average pay of library workers was \$30 a month, he said that the minimum salaries in the New York Public Library, except for pages, was \$55 per month and that the average pay in the graded system was \$933 per year. There is no profession in which women are more honored and more fully on the same footing with men. A general discussion then ensued in which Tessa Kelso interpolated "What's the matter with the A. L. A.?" Frank P. Hill pointed out that there seemed to be two sorts of unions, as those at Washington and New York, and asked what would happen in case of sympathetic strikes. Mr. Bowerman replied that sympathetic strikes were "unthinkable" in libraries. Mary E. Ahern in reply to the statement that salaries were higher in Chicago because the library was under the Civil Service Commission said that this Commission had nothing whatever to do with library salaries.

Then Horace P. Wadlin, late librarian of the Boston Public Library, took the floor and

made an eloquent and telling speech in protest against placing libraries, which had within themselves a superior merit system, under the jurisdiction of state or municipal civil service commissions. He instanced the report which he had prepared for the trustees of the Boston Public Library and which was presented at the hearing in Massachusetts when it was proposed to make such a change. Clement W. Andrews in rebuttal of the statement that most libraries were under private corporations, which ground down their employees indignantly denied this. Carl E. Roden, chief librarian at Chicago, approved emphatically Miss Ahern's statement and said that the salaries were fixed solely by the trustees of the library as they had the direct taxing power in Illinois, and incidentally he mentioned the fact that the pension fund in the Chicago Public Library came largely from the fines, with co-operative help from the members of the staff. The discussion was so varied and vivacious that it is impossible to report it in full—a hint to members of the library profession that they should be on hand at A. L. A. meetings to get the full benefit of the conference. After adjournment of the meeting animated conversation ensued in the auditorium and at the New Monterey Hotel, in the course of which Miss Malone said that she did not consider those in the upper grades as "library workers," which term she confined to the lower two grades, and denied that "average" meant the total salaries paid divided by the total number of persons paid. It was not until after midnight that this post-conference meeting adjourned.

#### CATALOG SECTION

The meeting of the Catalog Section of the A. L. A. which was scheduled to be held on Wednesday evening, June 25, was merged into that of the Trustees' Section and only a very brief business session held. The chairman and secretary both being absent, George F. Bowerman and Mary E. Baker acted in their stead. The nominating committee, composed of Margaret Mann, Sophie Hiss and Leta E. Adams, recommended as officers for the coming year Charles A. Flagg, Chairman; Mary E. Hyde, Secretary, and the acting Secretary cast the ballot of the section in approval.

The following communication from William Stetson Merrill of the Newberry Library was read and show of hands called for on the two points raised. To the first, one responded in the affirmative and nine to the second.

*To the Catalog Section of the American Library Association, Asbury Park Conference:*

When the plan was proposed of transferring to the H. W. Wilson Company the work of printing entries for serials formerly indexed on cards by the A. L. A. Publishing Board, some subscribers raised the point that users of the library expect to find everything brought out in the card catalog, and to divert any of these entries to a printed index would cause many users of the catalog to miss them altogether.

The obvious suggestion to meet this difficulty would seem to be, instead of spending money and labor in attempting to bring out all the literature in the library in one place, namely, the card catalog, to insert a printed notice in each tray of the catalog calling attention to the fact that much literature written by or about different authors, and valuable material upon nearly every subject, is to be found only by consulting printed indexes to periodicals.

I would like to ask for a show of hands upon the following two questions and to have the result recorded:

1. How many libraries represented here have such a notice inserted in or near the card catalog?

2. How many librarians and library workers here present believe it more practicable to insert cards in the catalog, even at a considerable expense and labor, than to attempt to guide users to other sources of information?

Respectfully submitted,

WM. STETSON MERRILL,

*Editor Indexing of A. L. A. Serials.*

The Newberry Library, Chicago.

Reprints of the Report on Administration, which was to have been the topic for discussion by the Section, were distributed. The portion relating to salary was read by the Acting Chairman and made the point of connection with the Trustees' Section in whose hands the meeting was then placed.

GEORGE F. BOWERMAN, *Acting Chairman.*

MARY E. BAKER, *Acting Secretary.*

**COLLEGE AND REFERENCE SECTION**

The College and Reference Section met on Thursday evening in the Ball Room, with a large and interested audience, Malcolm G. Wyer of the University of Nebraska being chairman. The opening paper was by William Teal of the John Crerar Library, on the British Blue Books, that is, the Parliamentary papers. He presented a valuable analysis of these together with suggestions for their use

in reference service and the best method of keeping them before being bound.

The general discussion of the war collections of different libraries including the preservation of war material was opened by Hermann H. B. Meyer of the Library of Congress, who said that the national library had a very comprehensive plan for war material and after Dr. Putnam's purchases abroad are received it is safe to say that there will be 50,000 distinct items exclusive of periodicals. These are made available through new classification and subject headings. The use of bibliographies will be imperative and Dr. Richardson's method of photostatic bibliography ought to be more extensively used. Harry M. Lydenberg showed what a large public library has done and said that the New York Public Library, while not aiming at completeness, tried to get material for scholars. It now has 16,000 titles exclusive of official documents. Besides the books, it has some 3,500 posters, 15,000 clippings, 1,000 pamphlets, much music including British song books and some 250 U. S. alleged patriotic songs. In classification there are only 13 subdivisions. (See p. 514.) Mr. Barr of Yale said that the history faculty had initiated the efforts towards a collection and early in the war a blanket order was given which later had to be canceled and since 1916 the material purchased was limited to source material for future historians. Among the posters at Yale are some notable examples of Russian and Polish. Joseph D. Ibbotson, of Hamilton College, spoke of what a small college could do. It purchased source books of permanent value, current history in different countries, and the more valuable personal narratives especially for students. Everything that came in as gift was kept as illustrating for future years national psychologies and different types of propaganda. Mr. Ibbotson suggested that the most important books are yet to be published. A. J. Wall, of the New York Historical Society, indicated problems of the historical societys which are not especially subsidized as some state societys have been. His society felt that the universities were doing the most extensive work and hence attempted little except in the way of collecting local material and representative assortments. But not only had it collected books, pamphlets, circulars and leaflets and some posters but other articles such as sleeve bands, buttons, campaign ribbons, etc., which became part of the museum collections.

Mr. Meyer suggested another topic in his talk which aroused much interest. The Library of Congress has at present a union catalog made up of printed cards supplied by several

large libraries which have recently been re-cataloging. He said he felt it was entirely possible to make a great advance in this, so that it might become an approach to an universal catalog which would indicate the location of rare volumes. Hence scholars could communicate with the national library instead of sending out search letters throughout the country. He promised a further development of the plan and asked other libraries to co-operate by sending to the Library of Congress copies of their cards of unusual books.

M. Llewellyn Raney of Johns Hopkins closed the evening's session with an account of his negotiations and results up to date of his trip to Europe to see the book agents on behalf of the Committee on Importations. The audience had been in expectation of this report and were not disappointed either in results or in Dr. Raney's descriptions. The report which has been printed gives a detailed account of the privileges secured by the Committee for 157 libraries and other institutions in this country—including a statement of the financial settlement arrived at; an account of the un-locking of stores held in Holland, Switzerland and Germany—and offers reassurance regarding many of the delayed shipments and advice as to the replying to reports of German agents which will doubtless arrive in the near future. Copies of this 20-page report may be obtained from Dr. Raney at South Fairlee, Vt., during August; thereafter at the Johns Hopkins University, Baltimore, Md. The section voted its appreciation of the work of the Committee of Importations in general and of the zealous interest and public service of Dr. Raney in furthering the interests of American libraries.

Charles J. Barr of Yale was elected to serve with George P. Winship and Augustus H. Shearer as a committee for the section for next year.

AUGUSTUS H. SHEARER, *Secretary.*

#### PROFESSIONAL TRAINING SECTION

The tenth annual meeting of the Professional Training Section met on Wednesday afternoon, Harriet P. Sawyer, presiding.

The theme of the meeting was library training along new lines and specialized library training. Andrew Keogh, librarian of Yale, opened the meeting with a paper on "Advanced library training for research workers," defining the research worker as a person who has had such preliminary training as to be able to profit by higher training and who enters a graduate school for the double purpose of enlarging his knowledge of a subject that

appeals to him and of acquiring the best methods of research in his chosen field.

Research workers are of two classes, the librarian desiring to become expert in some special field of knowledge and the person with the special knowledge who wishes to become a librarian or bibliographer. The former may get his instruction in the graduate school, gaining at the same time his master's or doctor's degree. The latter, if he wishes to acquire library technique, should go to a library and not a graduate school. If he wishes bibliographic knowledge he may enter a graduate school, endeavoring to find a university where there are facilities for bibliographic research and opportunities for work on the library staff or where such facilities are available in a reference library nearby.

Mr. Keogh's paper was discussed by Mr. Walter, Mr. Reece, Dr. Johnston, Mr. George and Miss Donnelly. Mr. Walter thought that the university was better able to give the advanced work and bibliographic instruction than the library schools. Mr. Reece said that the "open courses" offered in New York did not cover this need but were designed to permit those engaged in library work to refresh themselves with further instruction. Some of the conclusions based on a questionnaire sent to college libraries to find out how much demand there would be for this advanced training were given by Miss Donnelly, who said that these conclusions would be published in full in the near future.

Julia A. Hopkins read a comprehensive paper covering the new plan for training library assistants worked out in the Brooklyn Public Library during the stress of the last two years. Instruction in Brooklyn is now given in a shorter and an advanced course the two together being an equivalent to a one-year library school course, a certificate being given for the completion of both. The shorter course gives 25 days of instruction scattered over five months, the sixth month being entirely given to practice work. In this course over 100 lectures are given, 42 devoted to classification, cataloging and library economy, 47 to reference, literature and bibliography, 4 to the history of books and libraries and 11 to the study of the Brooklyn Public Library. The practice work of the person is paid for, and two classes are formed a year.

Upon this foundation was built an advanced course covering 240 lectures, 100 being given to technical subjects, 100 to bibliographic and 40 to administrative and miscellaneous subjects. Upon completion of each course the student is given a pass card stat-

ing the number of credits assigned to the subject. Special training is also given applicants for children's work in a nine months course open to college graduates or to those who having had some college education pass the entrance examination. The course includes 20 hours of instruction and 20 hours of paid practice work weekly.

In summarizing the benefits of the plan, Miss Hopkins points out that it will give those entering the system an incentive to work for promotion from the start, it prepares assistants for promotion systematically, it will tend to hold on the staff those who are working for certificates, it offers to the assistant who wishes more training in a special branch of library work an opportunity for further study, it helps to tone up the library service and it attracts to the service persons who are interested in library work but who cannot afford to take the time and money to go to a library school.

Lucy L. Morgan outlined the methods of training that had been adopted to meet wartime conditions in the Detroit Public Library and stated that their initial salary was \$990.

Sarah C. N. Bogle's paper on "Training for high school librarianship" emphasized the place in education of this phase of library work and the opportunity it affords the trained librarian. The training, Miss Bogle thinks, should include the essential personal qualifications of culture, tact and appreciation of literature with a college education to rank the librarian with the other members of the faculty and professional training in all the regular subjects, with special reference to high school needs. She summarized the necessary training by a quotation from Mr. Walter. "A library course in school library work to be satisfactory must provide facilities for first-hand observation and practice in school library work, must require special interest and fitness from those specializing in school library work, and must have instructors with an intimate knowledge of school conditions." Miss Horton stated that the requirements for high school librarianship in California are college education, a year at a library school, and a year in library work or teaching. In the course offered at Los Angeles the students' initiative in adapting the library to the need of different types of high school work is carefully developed.

"The business librarian," Frank K. Walker said in beginning his paper on "Training librarians for business libraries or branches," "is both the embodied recognition of the practical value of libraries and of the expanding

ideals of business." The essential steps in his training are first a suitable personality; secondly, an education in the principles of social and physical sciences and able to get data from material written in foreign languages; and thirdly, training in library technique which does not greatly vary from that desirable for all types of library work. The regular courses in library training could be developed to include applications of the general principles of library work to business libraries, instruction in the greater use of the vertical file, technical, scientific and economic bibliography and the digesting and annotating of scientific and industrial literature. The literary note is now emphasized in library schools, the scientific note should have a place as well. It should include also more comparative study of classification and the study of the outlines of approved business organization.

Louise B. Krause thought Mr. Walter's paper was the best statement of principles yet presented. She agreed with him that it was not wise to eliminate much, if anything, in the present library school courses, for the business librarian must have as much breadth in library technique as any other type of library. She suggested two definite courses for preparation for business library work which she considered should be given in the senior year of library schools, first a course of at least 20 class periods in business reference work, including a study of books by groups or industries, the trade periodicals of each group and the information issued by the national associations of various industries, instruction in reporting and digesting this material and in the use of the daily newspaper as an aid to the business man; second, a course of 10 or more periods in business library administration, covering organization and service. Rena Reese thought it would be desirable that there should be a clearing-house for the subject headings for business literature, and it was suggested that the matter should be referred to Dr. Bostwick or to Mr. Wyer.

In the absence of Bertha Barden her paper on "A clerical course for library assistants" was read by Bessie Sergeant Smith. Miss Barden outlined the plan followed during the last two years in the Cleveland Public Library and stated that it was an outgrowth of the regular apprentice course brought about by the number of apprentices to be trained and the difference in their educational qualifications and ability. Present conditions in libraries indicate that there is a need of clerical assistants and instruction for this work can

better be given in class than individually. The clerical training in Cleveland covers two main courses, one in loan work, consisting of eight lectures, the other designated as catalog records, covers nine lectures with practice work on the arrangement of books on the shelves, the meaning of call and accession numbers and the use of catalog and shelflist. Students who pass the short course satisfactorily can be given credit for this part of the full course when they are ready to take it. A few lectures are given on the work of the library in general and one lecture on books and reading for the purpose of stimulating a desire for more and better personal reading. Library handwriting is required and examinations are given on the whole work.

The final paper was by Mary E. Robbins on "Training teacher librarians in normal schools." Miss Robbins emphasized the need of personnel which will be required for the school library positions which by legal enactment in 18 states will have to be in charge of trained librarians and said that we shall have to think in terms of hundreds and thousands. The output from 12 of the library schools this spring numbered between 175 and 220, a number quite insufficient to fill vacancies much less provide any librarians for new positions. The schools are not equipped to handle large numbers of students and the practical problem is for means of training more librarians and to find more candidates to train. We must either enlarge existing schools, add new schools or utilize other agencies. A questionnaire of the training offered in normal schools and teachers' colleges sent to 125 such institutions showed that 40 did nothing in the way of training. The instruction in the others was of three kinds: instruction in the use of books in connection with subjects taught; training in the use of the school library and a few reference books and tools, to help the student personally and for use with her own classes later; courses for training teacher librarians ranking as other courses, such as the kindergarten, and receiving official recognition.

The nominating committee nominated the following officers who were duly elected: Chairman, Frances Simpson, of the Illinois Library School; Vice-chairman, June Donnelly of the Simmons Library School; Secretary, Rena Reese, of the Denver Public Library.

CLARA W. HERBERT, *Secretary.*

#### CHILDREN'S LIBRARIANS SECTION

The first session of the Children's Librarians Section was held in the Auditorium on

Thursday evening, Caroline Burnite, Chairman. A most illuminating paper on "The Immigrant's Contribution to American Culture" was presented by Anna Vostrovsky Capek, in which she traced the origin and development of the Czecho-Slavs, describing most interestingly, their long, weary but undaunted struggle for nationality and independence. Along with that of other great national figures, the work of John Huss was mentioned, and emphasis was placed on the tremendous influence he exerted toward the assertion of Czech nationality and the development of Czech literature. She spoke also of the accomplishments of the Czecho-Slovaks along the lines of philosophy, art and politics, and in closing, urged that if we would truly understand the Czecho-Slovak in America, it is essential that we familiarize ourselves not alone with his present environment but with the history of his people and their large contribution in various fields, to the culture of the world.

In the interesting address of Herbert A. Miller of the Mid-European Union, on "The True Americanization of the Foreign Child," this same point was stressed—that if we would unify and Americanize our tremendous foreign-born population, we must make ourselves acquainted more and more with the background and national history of each of our immigrant groups, not alone to more ably interpret to them our American ideals, but to understand more fully what contributions they, out of their various heritages, can make toward the fulfillment of those ideals.

The papers of the evening were followed by an informal talk by Miss Annie Carroll Moore, who told of various members of the staff of the New York Public Library, engaged in war work abroad.

A business meeting of the section was held in the hotel on Friday morning, with an attendance of twenty-six, Miss Burnite presiding and Miss Emily Meigs of Brooklyn acting as Secretary pro tem.

There being no members of the Committee on the Production of Children's Books present, Miss Burnite read brief excerpts from their report, and that of the special report on typography. The committee reported that the economic situation, cost of paper, labor, etc., is seriously affecting many publishers, with the result that for a year or two at least, there will probably be a considerable decrease in the publishing of expensive editions of children's books. Two firms reported that they would publish no juvenile books this

year. Regarding the type used in the production of children's books, twelve publishers had been consulted—among them Macmillan, The Century Co., Little Brown, Heath, and McClurg. The majority of these reported that in nearly all cases, the length of the story determined the size of type. Several firms reported that certain old standard books in very small type were being reprinted in type of more readable size.

Alexander Zelenko of Moscow then spoke of the libraries of Moscow, in seven of which there are children's departments. He felt that if American librarians would compile a list of the very best American children's books, for translation and reprint in the Russian language, it would help tremendously toward a better understanding and sympathy between juvenile Russia and juvenile America. In reply to questions, Dr. Zelenko stated that while under the old régime Russian children were kept practically in complete ignorance of Russian history, since the revolution however many Russian histories for children are being published, certain of which, if translated, could well be used in America.

Clara W. Hunt next introduced the question of the great need for children's workers in our libraries today. This opened up an interesting discussion as to ways and means of meeting the situation. Among various suggestions offered, the most practical perhaps were the possibility of publicity thru general magazine articles, and consultation with the professional training section of the A. L. A. in the hope of securing a larger place for the study of children's work in the curriculums of the various general library schools. It was decided that a committee with Miss Clara Herbert as chairman be appointed for the further consideration of the problem.

A nominating committee consisting of Miss Jones, Miss Hunt and Miss Power were appointed to name officers for the coming year. The meeting was then adjourned.

The second general meeting of the section was held on Friday evening, when Franklin S. Hoyt, editorial supervisor of Houghton Mifflin Co., presented a paper on "Problems in the production of books for children, with special reference to some wider needs," demonstrating most clearly the many difficulties that beset the path of the publisher of children's books to-day, and the need for closer co-operation between librarian and publisher in the meeting of some of these difficulties.

Mr. Hoyt urged that a greater effort be made on the part of librarians to bring home

to parents and to teachers the importance of the reading habit and love of the best books in the lives of children. He suggested that constant effort be made to persuade parents to set apart a certain period of each day for the fostering of the reading habit, thru means of reading aloud, story-telling, etc. He showed that the only way in which to increase the publication of worth while children's books, is, of course, to stimulate the demand for them, and that the most effective method of accomplishing this is by the aforementioned method of interesting parents and teachers in the subject. Another aid toward this would be the permanent display in libraries of a collection of good editions of worth while children's books—a custom that is now followed in many libraries during the Christmas season only. He further suggested that the appointment of a committee of librarians, whose duty would be to confer frequently with the various publishers, might go far toward a practical solution of many of the present puzzling difficulties, due to increased cost of production, and to decreased appropriations.

Great enthusiasm for the appointment of such a committee was shown by various speakers.

Tony Sarg, the originator and producer of the delightful Tony Sarg Marionettes, which were shown for a number of weeks at the Punch and Judy Theater in New York during the past season, and which, at the time of the Conference, were playing in a tiny theater on the boardwalk, had been prevailed upon to attend this session and tell something of his work. This followed the discussion and proved a novel and delightful ending to a most interesting evening. From what Mr. Sarg told of his work a keen desire was created on us all to see his little figures. Accordingly Mr. Sarg gave two special performances for the librarians, who filled the theater at both.

On Saturday a short business meeting of the few members remaining resulted in the election of Elizabeth Knapp, Chairman; Alice Hazeltine, Vice-Chairman; and Adah Whitcomb, Secretary, for the coming year.

EMILY B. MEIGS, *Secretary pro tem.*

#### AGRICULTURAL LIBRARY SECTION

A meeting of the Agricultural Libraries Section was held at 3 P. M., June 26, 1919. About forty persons were present including representatives from the Agricultural College libraries of Indiana,

Iowa, Kansas, Massachusetts, Missouri, Montana, New Jersey, North Dakota, Vermont, and West Virginia and thirteen from the U. S. Department of Agriculture. Vera M. Dixon, Assistant Librarian, Iowa State College, Ames, Iowa, presided as chairman. In the absence of Lucy E. Fay, the secretary of the section, Eunice R. Oberly, Librarian of the Bureau of Plant Industry, U. S. Department of Agriculture, acted as secretary for the meeting.

The program comprised a paper on practical library service, containing helpful suggestions for those interested in library extension, a stimulating paper on bibliography, and the discussion of a practical plan for a co-operative piece of work of wide usefulness.

Miss Dixon sketched the achievements of the agricultural libraries section since its first meeting at Mackinac in 1910, among the most notable of which was the bringing about of the publication of the Agricultural Index by the H. W. Wilson Company.

Milton J. Ferguson, Librarian of the California State Library, in a paper entitled "Getting books to the farmer in California," described the county library system, the latest development in the state system, which includes all library activities, municipal, state and others, and which shows the energy, foresight and co-operative spirit, which the state of California exhibits in so many fields.

Marjorie F. Warner, bibliographical assistant, Bureau of Plant Industry, U. S. Department of Agriculture, suggested for consideration some "Bibliographical opportunities in horticulture." This scholarly paper not only showed a thoro knowledge of the literature of horticulture, but also contained many interesting and stimulating suggestions concerning methods in bibliographical research.

On conclusion of the paper a gentleman proving to be Dr. J. W. Harshberger of the University of Pennsylvania, introduced himself as a stranger attracted to the meeting by its program. He congratulated Miss Warner on her paper, and supplemented it by a brief account of interesting discoveries he had recently made by roundabout methods in seeking information requested by Dr. Sargent of the Arnold Arboretum, in regard to the Pierce brothers and their nurseries near Kennett Square, Pa., and also alluded to similar methods pursued in regard to William Young, Jr., whose rare "Catalogue des arbres d'Amérique" (Paris 1783) has recently been reproduced in facsimile by Rhoads.

Charles R. Green, Librarian, Massachusetts Agricultural College, presented for discussion the subject of "A Union Checklist of Agricultural Periodicals." He dwelt on the desirability of a list which should make more readily available the present periodical resources of the agricultural libraries of the country, encouraging interlibrary loans and lessening the unnecessary purchase of little used material, and suggested the possible scope of the list, warning against yielding to the temptation to plan an over large project which it would not be possible to carry out. Should such a list include only periodicals on agriculture and its practically related subjects, such as horticulture and animal husbandry, or should it include also those on its related sciences, such as bacteriology, chemistry, botany, entomology, etc? Or would it be best to issue no nation-wide check-list, but for agricultural librarians to make an effort to have material of interest to them included in the various regional periodical union check lists which are in preparation or contemplation?

Lydia K. Wilkins, chief of the Periodical Division, U. S. Department of Agriculture Library, led the discussion by describing the list of agricultural periodicals of the U. S. and Canada, compiled as a personal undertaking by S. C. Stuntz, formerly of the Library of Congress, later of the Office of Foreign Seed and Plant Introduction of the Bureau of Plant Industry. The list, which is very comprehensive and in manuscript form, was purchased by the library of the U. S. Department of Agriculture after Mr. Stuntz's death in 1918. Miss Wilkins suggested that this list be used as a basis for the proposed union check list of agricultural periodicals, omitting the historical notes, and biographical sketches of editors.

Henry O. Severance, Librarian of the University of Missouri, said he would like to have the list cover periodicals on all sciences allied to agriculture, but the general opinion seemed to be that it should cover only those on agriculture and the branches of agriculture such as animal husbandry, dairying and horticulture, not those sciences of interest to agriculture.

H. W. Wilson, President of the H. W. Wilson Company, described the methods being employed in making up the union check list of periodicals of the central states. Clement W. Andrews, Librarian of the John Crerar Library, stated that they would waive exclusive use of the slugs, and would gladly give those for agricultural periodicals to this

section, if an agricultural check list were undertaken.

After further discussion, a motion was made to ascertain whether the section thought it desirable to undertake the preparation of such a list, on the co-operative plan. The motion was carried unanimously. Mr. Severance then moved that the chair appoint a committee of three with power to act, and to decide upon methods of compiling and publishing a union check list to agricultural periodicals in libraries in the United States. It was understood that the committee was to make the final decision as to its scope. The following committee was appointed by the chair: Charles R. Green, chairman, Henry O. Severance, Lydia K. Wilkins.

In accordance with the report of the nominating committee the following officers of the section were nominated for the coming year: Chairman, Grace Derby, Assistant Librarian, Kansas State Agricultural College; Secretary, Elizabeth Forrest, Librarian, Montana Agricultural College.

EUNICE R. OBERLY, *Secretary.*

#### SCHOOL LIBRARY SECTION

"The high school library and to-morrow's needs" was the subject for discussion at the meeting of this section which took place on Tuesday afternoon, Helen S. Babcock of the Public Library of Chicago presiding. Earl R. Glenn, of Lincoln School, New York, spoke of the need of standardization of book selection in high school libraries, while the two other speakers spoke of selection in special fields, Edith Erskine, librarian of the Carter Harrison High School treating Science, and Edith L. Cook, of the East Technical High School Branch of the Cleveland Public Library, Industrial arts.

#### PUBLIC DOCUMENTS ROUND TABLE

The Public Documents Round Table was held in the parlor of the Columbia Hotel, Friday afternoon, June 27, and despite the downpour of rain brought together nearly a hundred interested persons. George S. Goddard, State Librarian of Connecticut, presided as chairman of the A. L. A. Committee on Public Documents, and presented an excellent letter from Mr. Carter, clerk of the joint committee on printing, stating that a printing bill on the general lines of that previously presented would doubtless be introduced in the session and invited the co-operation and interest of the library toward its improvement and passage. The Round Table accordingly adopted a resolution in sup-

port of the measure and in appreciation of the endeavors of the committee and of Mr. Carter.

Hermann H. B. Meyers, chief bibliographer of the Library of Congress, was the first speaker making a brief and informal statement as to the condition of bibliographical work at Washington.

Edith Guerrier, to whom librarians are indebted for the organization of the National Library Service, then gave a vivacious and informing account of what she had done and what she hoped to do, supplementing the exhibit she was making at the Monterey. When the organization of the Food Administration came to an end she had been so much impressed by the importance of government publications, the general ignorance regarding them, and the difficulty of getting at the material of real value contained in them, that with the help of a telephone she started the Service. A foremost feature had been the bulletins in which in turn she described the organization and publication work of each department of the federal administration. This she also supplemented by obtaining information by direct use of the telephone from the responsible heads of the various bureaus when queries came to her thru libraries or otherwise. Her service was a part of the library extension work of the Bureau of Education and she advocated the passage of a measure making an appropriation for the extension work pending the establishment of the proposed Department of Education, which would then include a library extension division. A resolution was accordingly passed strongly commending the passage of such a bill.

Dena M. Kingsley, who edits the monthly catalog of state publications of the Library of Congress, discussed recent tendencies in state publications, as the condensation in many states of the reports of department heads into a single compact volume including the Governor's message. She instanced the difficulties connected with the publication of state documents and their collection and cataloging and the paper led to a general discussion of some interest. R. R. Bowker referred to his early work in collecting and systematizing information as to federal and state documents in the appendixes to the *American Catalog* quarto series in contrast with the increasingly excellent work in these fields of the present time and expressed especial regret that the remarkable state catalogs prepared by Miss Hasse for the publications of many states had not been made comprehensive of all documents, instead of those classifiable under

Economics and that the publication of these invaluable volumes terminated before all the states had been covered.

#### LENDING DEPARTMENT ROUND TABLE

The petition for the formation of a Section on Lending work, signed by representatives of 24 libraries, has been presented to the Council of the A. L. A. who have referred it to a special committee to investigate the grounds for it and to report to the Council as to its desirability. Upon motion, it was decided that the section should be called the Lending Department Section.

Josephine A. Rathbone's paper on Circulation work from the point of view of the library school had an added interest due to the emphasis laid by the Pratt Institute School of Library Science on that work. In this school, the direct preparation for circulation work consists of 105 hours of work in the Institute library, a course on charging systems and a fiction seminar arranged especially for circulation work, as is also the course in book selection, but inquiry of graduates of the school demonstrated that practically the whole course is a preparation for circulation department work and that a full library school course is necessary for an adequate training for this work.

The reports of the practice work cover not only the work itself but also the qualities of personality, character and ability and together with the class room records form a basis of the recommendations which the school makes only after full consideration of the fitness of the students for different kinds of library work.

In discussing Miss Rathbone's paper, Bessie Sargent Smith urged the need of preparatory practice work before entering a library school, in addition to that required while studying, as developing an *esprit de corps* and the library sense of life thru a better understanding of library work. Miss Rathbone stated that the Pratt school does not require previous library experience, because nine-tenths of the students do come from libraries and because the school cannot require this preparation from other libraries. Mr. Walter described the course at Albany, which consists of the usual theoretical work, 50 hours practice work each year in the various departments of the State library and other local libraries and 150 hours each March in some assigned library. Previous library experience is urged but not required for the same reasons as those stated by Miss Rathbone. The New York State Library School hopes to make arrangements with the local

libraries for more practice work and may make actual library work a requirement for graduation. Extended discussion of this and the following papers was prevented by the incessant downpour of rain on the roof of the auditorium.

Arthur E. Bostwick read for Mrs. McNiece of St. Louis a paper on Labor-saving in the Lending department, which contained many suggestions for meeting increased work with a weakened and changing staff by economizing effort, space and time. A telephone was placed at the desk next the circulation trays for telephone renewals; special catalogs and indices were shelved with the material indexed; references for material constantly in demand were posted; etc. The parcel post plan is used primarily with the reserve system. The reader fills out a perforated form, with the title of the book desired on the upper half, his name and address on the lower half, at the same time paying 5 cents for postage. The slip with his name is filed with the money, the slip with the title given to the reserves assistant. When the book is located, the book and slip are given to the assistant in charge of parcel post and mailed. Borrowers may have books delivered regularly by mail, depositing any sum and being notified when the money is exhausted. Out-of-town or temporarily absent borrowers make great use of this system. A more intensive organization of the staff necessitated very minute schedules and short periods of work under high pressure, with alternation of sedentary and active work. The serving of afternoon tea for which different departments were responsible in turn, coming at the busiest hour of the day, added 20 per cent to the afternoon efficiency.

Miss Root of New York mentioned the arrangement of their circulation in one alphabet as a great labor saver in slipping. The book slips are arranged by classes and counted, then rearranged alphabetically by author and title, irrespective of whether the book is fiction or non-fiction.

Miss McCarthy of the Democrat Publishing Company, being in a position where varied samples of forms meet her eye daily, spoke feelingly and practically on Forms for the small library, laying particular emphasis on uniformity, simplicity and common sense in the use of terms, as "free," "public" and "Free public"; the form and printing of the application blank, the statement of rules, etc., on the book pockets and borrowers' cards, the abolition of the borrower's card in small libraries, etc. She concluded with a

definite plea to library schools and commissions to attempt to standardize all forms, adjusting them to the needs of various types of libraries and making more efficient the loan system by saving the time and energy of the staff and public.

Miss Florence Overton of the New York Public Library was chosen chairman for the next meeting and Miss Cora Hendee of the Council Bluffs Public Library, secretary. If the petition for the formation of the Section should be granted, these officers will become the officers of the Section for the year.

FRANCES DORRANCE, *Secretary.*

**ROUND TABLE OF THE LIBRARIES OF RELIGION  
AND THEOLOGY**

The fourth annual meeting of the Theological Round Table was held on the afternoon of June 28, the Chairman, Azariah S. Root, presiding.

The first paper, by George D. Brown, of the General Theological Seminary of New York City, was bibliographical in nature: an annotated list of some important works relating to the Protestant Episcopal Church in the U. S. A. Each member of the Round Table had before him a mimeographed copy of Dr. Brown's list, and was thus able to follow closely the speaker's concise and pointed annotations. The list thus forms a valuable bibliography for anyone dealing with the Protestant Episcopal Church. A special type of religious library was then presented by Maud I. Stull, of the *World Outlook*, who read a paper on the library of a missionary periodical. She pictured the conditions obtaining in such a library, where every effort is bent on securing facts accurately and promptly, and where physical conditions, if nothing more, discourage browsing. Her paper was enlivened by examples of some of the impossible questions asked, and she emphasized the fact that the library must be kept right up-to-the-minute. Most of the books of such a library are gifts in return for reviews or advertisements.

A survey of the relative strength of missionary collections in various institutions was given by Frank G. Lewis, Crozer Theological Seminary. He had compiled this survey as a result of a questionnaire sent to twenty-two libraries, seventeen of which answered. He found that with the exception of the Foreign Missions Library and the Missionary Research Library there are no important separate missionary collections (the Day Missions Library being really a part of the Yale libraries). Nevertheless, various of the theological and seminary libraries possess

important missionary material in limited fields. Thus the biggest collection of Baptist material is probably to be found at Chester. He spoke of the lack of a recognized standard for determining what constitutes a "missionary" work, and noted the unexpectedly large amount of literature published in this field. As an illustration of this he quoted the report of one library as receiving some 246 periodicals currently. Some discussion followed, in which Dr. Thayer, of Hartford, pointed out that while a questionnaire is the only available means of surveying such a field, it is frequently impossible to answer it fairly to the institution concerned. There seemed to be a general feeling that for any future survey there should be a more uniform basis of reporting, in accordance with generally accepted definitions of terms.

The last paper of the meeting was read by Glenn B. Ewell, of Rochester Theological Seminary, and discussed some administrative problems incident to the handling of funds in a theological library. These were considered wholly in connection with the purchase of books: 1. Vesting the final authority in the librarian, a committee, or the faculty; 2. Departmental apportionment; 3. Relative advantages in ordering thru local dealers, jobbers, or publishers. In regard to the last question, Mr. Ewell himself seemed inclined to use the local dealers, but lively discussion indicated that the feeling of the meeting favored buying thru the jobbers.

The chairman then presented to the meeting the nominations for officers for the next year: Chairman, C. S. Thayer, of Hartford Theological Seminary; Secretary, Clara Clark, of Bible Teachers' Training School, New York. These being unanimously elected, the meeting was adjourned.

HOLLIS W. HERING, *Secretary.*

**LARGE AND SMALL CAMPS ROUND TABLE**

The Round Table for the Large Camps and for the Small Camps was combined under the chairmanship of Henry O. Severance and Theresa Hitchler. The first meeting was held on the evening of June 27th, Mr. Severance presiding.

Malcolm G. Wyer, formerly in charge of the library work in large camps discussed the possible future of camp libraries.

Ione Armstrong, librarian at Camp Upton, N. Y., in telling of some methods of rendering service under present conditions, emphasized the importance of introducing the library to the man who passes it each day but never enters. She has found that a short talk while the men are seated and waiting for

the movies the most effective method.

In supplementing the discussion, George B. Manhart, Field Supervisor, Mexican Border Traveling Library Service, San Antonio Station, and formerly at Camp Pike, Arkansas, brought out the point that a good supply of magazines and newspapers is most essential for the man who is in camp for a few days only, awaiting his discharge.

Ellyn C. Broomell, librarian, Camp Grant, Ill., in discussing camp library problems told of the assistance given the Vocational Board at Camp Grant, by provision of library facilities in the room where the men wait for appointment with representatives of the board. The discussion of camp problems was continued by Harold F. Brigham, librarian Camp Merritt, N. J.

On the evening of June 26th, Miss Hitchler presided.

In presenting the "Future of Library Service to the Navy" Carl H. Milam said that we might well be assured that the value of the library had been realized, by the fact that the Army and Navy want library service to be established upon a permanent basis.

An open discussion of the following subjects concluded the evening's program:

"Use of Detailed Men as Librarians," led by Charles H. Brown, Supervisor of the Brooklyn Dispatch Office;

"Use of the Telephone and Other Utilities, Motor Trucks, etc.," led by George T. Settle, Librarian at Camp Taylor, Ky.;

"Adequate Library Organization for Military or Naval Administration," led by Frederick Goodell, Agent Newport News Dispatch Office;

Sarah B. Askew, Supervisor of Small Camps in New Jersey, at the insistence of the chairman, entertained her audience with a recital of the "Chicken Story."

On the evening of June 27th, Miss Hitchler presiding, Julia C. Stockett, Supervisor, Mexican Border Traveling Library Service, El Paso Station, presented very clearly the A. L. A. work on the Mexican Border as conducted from the El Paso Headquarters. "Library Service on the Transports" was discussed by Edward H. Virgin who told of the many obstacles to be overcome in serving as librarian on the "Leviathan." Edwin Wiley, librarian U. S. Naval War College, Newport, R. I., read a paper on "Library War Service After Peace is Signed" and Marcus Skarstedt, librarian at Great Lake Naval Training Station, Ill., concluded the program with an open discussion on camp library matters in general.

REBA DAVIS, *Secretary.*

#### THE NORMAL SCHOOL LIBRARIANS ROUND TABLE

The Normal School Librarians Round Table was held on Wednesday afternoon, Mary C. Richardson of the Normal School Library, Geneseo, N. Y., presiding. A very full program left no time for discussion of the papers read, which were: Teaching the Use of the Library in the Grades, Mrs. Elizabeth Hardman Furst, school librarian, North Adams, Mass.; Teaching Normal School Students Children's Literature—Adeline Zachert, supervisor of extension work, Rochester Public Library; A Course in Library Technique for All; What We Have Been Doing; What We Would Like to Do, Mildred Forward, librarian City Normal School, Rochester, N. Y.; The Library Hour—Bessie L. Eldridge, assistant librarian, State Normal School, Geneseo, N. Y.; The Vision of Anton, the Librarian—Harriet King Avery, Keystone State Normal School, Kutztown, Penn.

The report of the Hospital Librarians Round Table is unavoidably delayed. We hope to print it next month.

#### AN ALL-ROUND MAN

I was over to the Library t'other day,  
Hangin' round for Sam Bates to close up.

He's Librarian, you know.

I wanted him to come over and show  
Me what's the matter with one of my  
clocks.

He knocks

Spots out of any one alive,  
In the tinkerin' line.

He's an all-round man; that's why  
They 'pinted him Librarian.

A woman come in jest then to look

For some kind of a book  
About nights, she said,  
So Bates he handed her out an ARABIAN  
NIGHTS.

She sort of smiled, and said, "Not nights,  
but Knights,"

Spellin' it out, k-n-i-g-h-t-s.

Says Bates: "There ain't but one proper  
way to spell nights

And that ain't got no k into it."

There wa'n't no book in the Library  
With the word spelt that way, so fur as he  
knew;

But after she had went we looked it up  
In the dictionary, jest for fun,  
And b'gosh! the woman was right!

## A NEW DEPARTMENT

As the result of several suggestions that have been made, the **LIBRARY JOURNAL** has decided to open its columns in free use to both libraries and librarians for the exchange of information on employment needs and employment opportunities.

There are many cases in the library field where librarians wish to get quickly in touch with possible candidates for positions; there are increasing demands from commercial concerns who cannot reach library workers thru the usual employment channels. Inquiries to the amount of about five lines will be printed without charge under the heading of **Openings Offered** and replies can be received thru this office with keyed initials or sent direct.

The supplementary columns of **Openings Wanted** will be open for the inquiries of any librarians who for any reason wish to start inquiries as to what openings may exist in other sections of the country, or who wish to get into another line of work.

It is believed that service such as this will helpfully supplement the usual methods for the exchange of employment information to the benefit of both the libraries and the librarian.

### OPENINGS WANTED

Technical librarian, many years experience in engineering library work desires opportunity to organize or take charge of technical library in industrial or engineering concern. Address D. L., care of **LIBRARY JOURNAL**.

Graduate librarian, bibliographer, indexer, experienced in general and technical lines, desires an opening in or near New York. F. F., care of **LIBRARY JOURNAL**.

College graduate with library training, having worked for three years with trade catalogs in the engineering field wishes an opening where initiative and broad general education command a good salary. T. C., care of **LIBRARY JOURNAL**.

### OPENINGS OFFERED

The Brooklyn Public Library has the following vacancies to be filled:—

1 Cataloguer .....	\$780.00
4 Children's Librarians .....	1020.00

7 Assistant Children's Librarians	780.00
2 Assistant Branch Librarians..	1020.00
1 Reference Assistant .....	1260.00
28 Library Assistants .....	780.00
18 Junior Assistants .....	600.00

Apply to Brooklyn Public Library, 26 Brevoort Place, Brooklyn, N. Y.

### FAIR PLAY OR POLITICAL AGITATION

#### *Editor, LIBRARY JOURNAL:*

Editorial criticism in the May issue of the **LIBRARY JOURNAL** of the manner in which the Board of Trustees of the Queens Borough Public Library are supposed to have acted in the matter of the dismissal of Miss Jessie F. Hume, the head librarian, would seem to indicate that the **LIBRARY JOURNAL** believes in fair play on the part of library administrators toward employees.

We are impressed by the stand taken by the **LIBRARY JOURNAL**, and at the same time slightly puzzled. A slight knowledge of "inside" library history would produce many similar cases in which the **LIBRARY JOURNAL** has never troubled to lift its voice. Can it be that the **LIBRARY JOURNAL** in seeking justice would confine itself only to the trustees appointed by Mayor Hylan and not demand fair treatment from that self-appointed board which the Director of the New York State Library, Dr. James I. Wyer, Jr., in a letter to the *New York Evening Post*, characterized as "uniformly among the foremost citizens in their several boroughs." We refer here to recent action taken by the Trustees of the New York Public Library, in the case of an employee, whose length of service quite equalled that of the Queens librarian and whose contribution to the "profession" is of unquestioned value and whose local service was receiving ever increasing appreciation on the part of the library public.

Can it be that the Queens Borough issue offers the **LIBRARY JOURNAL** an opportunity to carry on its political agitation while the New York Library case has not that advantage?

Civil service would offer the desired remedy in either case.

TILLOAH SQUIRES,  
*Library Employe's Union, 11590, N. Y. C.*

## RAYMOND C. DAVIS, 1836-1919

Raymond C. Davis, Librarian Emeritus of the University of Michigan, died at his home in Ann Arbor on June 10th, 1919, after a long life of devoted service.

Mr. Davis was born at Cushing, Maine, June 23, 1836. His father was a sea captain, and at the age of thirteen his son joined him in one of those sailing voyages around the world, so common to New England seamen in those days. The impressions of that voyage were recorded in 1869 in a book entitled "Reminiscences of a Voyage Around the World," published in Ann Arbor, and far too little known. It shows the virtues of a sea-faring folk and the experiences of an age which steam and electricity have rendered in a few decades almost as obsolete as cuneiform writing.

In the fifties and sixties there were many youths attracted to the University of Michigan from New England. Davis was among these, coming to Ann Arbor in 1855. In 1868 he was made assistant librarian of the University, holding the post until 1872, when he returned to Maine. In 1877 he was called to the University as librarian, a position he filled until 1905 when he was made librarian emeritus.

During these years the University Library grew from a merely respectable collection to a notable size. In 1883 a new library building

was erected, and from time to time additions were made to its stack-rooms. The records of the Library Committee (all in his handwriting) the early and most successful card catalogs, the admirable selection of books, purchased with rare skill with meagre funds, testify to his effectiveness as a librarian.

In 1878 Mr. Davis joined the American Library Association and was long associated with its work, being a life member. He was one of the early co-operators in Poole's Index and in other joint undertakings. Retiring and modest—almost shy—he never became prominent in its discussions or its politics. When others agitated professorships of books, he quietly inaugurated a course in practical bibliography, which he continued to give until increasing years required that he cease teaching.

I recall gratefully and vividly his many kindnesses to me in my student days—his patience and tolerant listening to my youthful projects—his warm and friendly encouragement to study in the field of the book arts—his constant touch with my own professional advancement and progress. It is a great thing for a university to have had such a man as librarian. It is a greater thing to have so lived that service and friendliness are the chief impressions left on one's colleagues.

WILLIAM WARNER BISHOP.

### RECENT MOTION PICTURES BASED ON STANDARD OR CURRENT BOOKS

These pictures have been selected for listing by The National Board of Review of Motion Pictures.

**The Avalanche**, 5 reels, Famous Players-Lasky: Paramount. Star—Elsie Ferguson. Picturization of Gertrude Atherton's sensational novel of the same name.

**Broken Blossoms**, 6 reels, Famous Players-Lasky, Arctraft. Star—Lillian Gish. Chinatown melodramatic tragedy founded on the story "The Chink and the Child" in Thomas Burke's "Limehouse Nights." A particularly splendid picturization of character portrayal and facial expressions.

**City of Comrades**, The, 5 reels, Goldwyn. Star—Tom Moore. Basil King's novel. A melodramatic tragedy of the underworld.

**Coming of the Law**, The, 5 reels, Fox. Star—Tom Mix.

Unusual western romantic drama adapted from the novel by Charles Alden Seltzer.

**Cowardice Court**, 5 reels, Fox. Star—Peggy Hyland.

Screen version of the noted novel by George Barr McCutcheon. Country and city comedy drama.

**Daddy Long Legs**, 8 reels, First National. Star—Mary Pickford.

An adaptation of the popular play by Jean Webster. As the little orphan of the miserably run asylum, the star creates delightful character which makes the film rich in comedy as well as in pathos.

**Dombey and Son**, 6 reels, Triangle. All star cast.

Dickens' renowned novel adapted to the screen.

**Firing Line**, The, Famous Players-Lasky, Special, 6 reels. Star—Irene Castle.

A marriage and divorce drama adapted from the novel by Robert W. Chambers.

**In Search of Arcady**, 5 reels, Exhibitors' Mutual. Star—Billie Rhodes.

Light gypsy and society drama founded on the novel by Nina Wilcox Putnam.

**Man Beneath**, The, Exhibitors' Mutual, 5 reels. Star—Sessue Hayakawa.

Screen version of the famous novel by Edmund Mitchell.

**Little Brother of the Rich**, The, Universal, 6 reels. Star—Frank Mayo.

Screen version of the novel by Joseph Medill Patterson. Rural and society drama.

**Lone Star Ranger**, The, Fox, 6 reels. Star—Wm. Farnum.

Zane Grey's novel adapted to the screen. Frontier Texas drama.

**Louisiana**, Famous Players-Lasky, Paramount, 5 reels. Star—Vivian Martin.

A Frances Burnett story of romance.

**Rose o' the River**, Famous Players-Lasky, Paramount, 5 reels. Star—Lila Lee.

Adapted from the famous novel by Kate Douglas Wiggin.

**In Secret**, Pathé, Serial. Star—Pearl White.

Spy story of the war, showing search for the "Great Secret," penned by Robert W. Chambers.

## IN THE LIBRARY WORLD

### Massachusetts

*Springfield.* The Lenox Library has received a bequest of \$50,000 in the will of the late F. A. Schermerhorn, of New York.

### New Hampshire

The Legislature has appropriated two thousand dollars each year for the years 1919-20 and 1920-21 to carry out the provisions of the library law passed by the Legislature of 1917. The State Commission will open headquarters at Concord, and an expert will be employed who will give her whole time to work with the libraries. While it is hoped that the traveling libraries will be further developed and their usefulness extended, it is most of all necessary to establish close relations with the local libraries through a competent adviser and helper regularly commissioned for this work.

### Connecticut

*Bridgeport.* Two portable library buildings, one in the West End and one in the East End have been erected to serve until such time as permanent buildings can be provided.

### New York

*New York City.* The Alumnae Association of the Presbyterian Hospital Training School, New York, has voted \$500 to found a library for the French nurses, in memory of their colleague, Annabel Roberts, who died in France, January, 1917.

*Brooklyn.* An appropriation of \$20,000 has been made to acquire a site for a Carnegie branch of the Brooklyn Public Library, to serve Bushwick-Ridgewood district. The sum of \$10,000 has been appropriated for the purchase of books.

### Pennsylvania

*Harrisburg.* An act to amend and consolidate the law relating to the State Library and Museum, passed by the Pennsylvania Legislature in May, gives the exclusive control, supervision and management of the Library and Museum to the State Librarian and Director of the Museum, who is to be appointed by the Governor, and who will have full power in the employment and dismissal of the force, and receive and disburse all moneys. The Board of Trustees of the State Library is abolished and the building hereafter comes under the charge and control of the Commissioners of Public Grounds and Buildings. There will be the following divisions:

General Library Division, Law Library Division, Public Record Division, Library Extension Division and Museum Division. The Library Extension Division is to take over the work of the Free Library Commission, and the Commission is abolished. One of the best features of the bill is the very appropriate increase in salaries for almost all officers of the Library and Museum.

### Tennessee

*Nashville.* The new library of the George Peabody College for Teachers has just been completed. This is a Carnegie gift costing \$180,000 and is a beautiful four story building in the Grecian style of architecture to harmonize with the other buildings on the campus. The library was moved from its old quarters to the new building on May 30, the student body bringing over some 30,000 books in crates made for the purpose. The library was closed for one day only, books being taken out by the students on Thursday afternoon and again Saturday morning. C. H. S.

### Illinois

*Chicago.* The Alliance Française with headquarters in the Fine Arts Building, Chicago, is undertaking work for returned soldiers and war brides. Among the various activities which it is carrying on is a library of 10,000 volumes in English and French.

### Minnesota

Beginning with August 1st the Minnesota State Library Commission terminates its existence as a board, but its work will be continued as a division of the Department of Education.

The Library Commission has served the State for twenty years, being created by the Legislature of 1899. The only changes in the personnel of the board have been in the ex-officio members; the appointed members, Mrs. Margaret Evans Huntington of Northfield, and Miss Gratia A. Countryman, librarian of the Minneapolis Public Library, having been reappointed by successive governors. The members of the Commission favored consolidation under the new board, believing that the definite recognition of the public library as a part of the State educational system and consolidation of school and public library supervision under one department will make for better organization and development of the library system throughout the State.

**Ohio**

*Toledo.* Recently published figures show the growth of the Public Library as follows: In 1900 the main building was opened, and by 1918 five branches had been built. In 1914 the book circulation was 370,728 and 710,130 in 1918; the number of borrowers during the same period having increased from 25,409 to 48,550, salaries from \$16,621 to \$38,326, total expenditures from \$30,450 to \$61,834 and expenditures from city funds \$30,150 to \$48,953. Initial salaries have now been increased from \$60 to \$75. A course for librarians is about to be established at the Central High School as an elective to college and high school graduates. This will be in collaboration with the city librarian.

**Kansas**

*Kansas City.* A business division has been established in the reference room of the public library.

**Nebraska**

The Legislature has made two changes in the state library law—raised the maximum rate of levy from 3 mills to 5, and reduced library boards from nine to five members.

*Sargent.* The township recently voted a 2 mill levy for establishing a public library.

*David City.* A Carnegie library building was dedicated on June 12.

**California**

*Claremont.* The Library of Pomona College has received two important memorial gifts. One is a memorial art library, including a collection of books and pictures dealing with the fine arts in remembrance of Mrs. Viola Minor Westergaard; the other is a fund of \$10,000 given in memory of Hope Braithwaite Smith, of the class of 1901, who died shortly after graduation. According to the action of the Board of Trustees, this fund shall be used to provide, whenever the further developments of the library building shall make it practicable, "a library parlor where shall be gathered such books and periodicals as shall be most calculated to cultivate the habit of, and interest in, reading as apart from the required curriculum."

**FOREIGN****British Islands**

The returns to a circular dispatched during April to all library authorities by the Council of the Library Association reveal a very appreciable advance in the work

of public libraries since the date of the Adams Report (1913-1914). Notwithstanding temporary closing of some libraries the increase in the annual issue of books amounts to nearly 334 million volumes. The number of persons registered as borrowing books from municipal libraries is 2,306,592. Exact information regarding the percentage of borrowers is not available but the Council estimates it as at about twelve. Stock of books possessed by library authorities has greatly increased in spite of adverse war conditions, and the average rate cost per book issued increased only to 2,8d. as compared with 2,7d. Rate levies at 1d. in the £ are recorded in 436 places reporting, and 55 exceed the penny rate.

A similar survey is planned by the Council for 1920, when it hopes that test counts on the use of reading rooms and many other points not fully covered in these returns will be available.

*London.*—The University of London has issued its classification scheme in printed form for the use of faculty and students. The main idea of Mr. Reginald A. Rye, university librarian, has been to work out a plan of classification adapted to housing conditions and courses of instruction rather than a model scientific classification.

**France**

*Paris.* The library and museum of the Théâtre National de l'Opéra, Paris, commencing early in June, was opened to members of the A. E. F. for some hours daily, except Sunday. The library is rich in books on music and musicians, while in the museum are original manuscripts of many famous compositions and mementoes of many great singers.

The work of returning the material belonging to the Bibliothèque Nationale from places of safe storage in Central France during the war, has been going on for several months and is now practically completed.

**India**

*Calcutta.* There are close upon 40,000 volumes in the Calcutta Presidency College Library. The catalog was thoroly revised and the books rearranged six years ago. A new subject catalog has now been prepared; and the classification adopted is a modification of Dewey's Decimal Classification. The library has been very largely used during the last six years; over 20,000 books are borrowed annually for use in the reading room, while some 6000 are taken out for home study. This is the largest of the college libraries in Bengal.

## LIBRARY WORK

### CLASSIFICATION

Notes on some extensions of the Dewey Classification. Ernest A. Savage *Library Association Record*. May, 1919, p. 137-140.

Five extensions of sections are dealt with by Mr. Savage, who promises to deal later with others, including those for mechanical engineering and for architecture and building prepared by the University of Illinois.

"The Colorado School of Mines has published an extension for Metallurgy, Metallurgy and Assaying. The seventh edition of Dewey, issued in 1911, reserves ten headings for these subjects; this extension runs to some 2300 headings, with thirty-seven pages of an excellent relative index. As the original Dewey Classification number 669 is retained the notation is rather unwieldy; the number for Water gas fuel for the open-hearth process being 669.146.361. But a librarian in charge of a special metallurgical collection could shorten the notation by substituting the letter M for 669 (which appears throughout) and then the above number would read M146.361; or the number might be still further shortened by using the letter A instead of 669.1, and B instead of 669.2, e.g. A463.61. The important point is that this extension is very full and is well indexed.

"The extension of the Dewey Classification for Mining, compiled by Carl A. Allen, and published by the Colorado School of Mines (1912) embraces the sections 553, Economic geology, and 622, Mining engineering. Mining Engineering, which is subdivided into about 70 headings in the last edition of the Dewey Classification, runs to about 2300 headings in the Colorado scheme—headings which may be further analyzed by using form distinctions. The relative index fills eight pages. "In extending the classification," we are told, "the aim has been towards as logical a subdivision as possible. The original classification, although imperfect, has not changed. This is because of the copyright restrictions; also because of the reverence for the master mind that evolved the entire subdivision of all knowledge. . . .

"The American journal *Paper* recently published a very careful and minutely subdivided expansion for the paper and stationery trades, an excellent piece of work in every way. The headings number nearly two hundred.

"A very interesting experiment is the special treatment of Electrical Engineering by the General Electric Company. In this compila-

tion too little advantage has been taken of the five classifications of electricity for the Royal Society Subject Index of Papers; but one hesitates to criticize any adoption of the Dewey Classification by practical men for their own use. In this work the letter M is used to mark Materials of Useful Arts, e.g. M131 pig iron; and E to mark Mechanical engineering instead of 621; thus Steam engineering is E100. The relative index extends to twenty-one pages. In a third section is an index of Type Letters used for further subdivision when necessary. This extension is issued in a loose leaf stout paper binder or file, and additions have been made from time to time.

"Mr. C. F. Korstian, in charge of Research, Forest Service, Ogden, Utah, has compiled a 'Decimal Classification for Forestry Literature,' which may be used with the Dewey Classification. The number of headings is over 400; there is no index. It is considered desirable to make the proposed scheme for forestry form a part of the widely used Dewey Decimal Classification because of greater consistency and expediency when auxiliary subjects are considered. It is hoped that this may be done without too great a sacrifice of the logical co-ordination of the subject-matter of forestry."

### CURRENT INFORMATION

Resources of the small library. Margaret O. Wood. *Bull. of the New Hampshire Public Libraries*. June, 1919, p. 149-150.

Some of the resources are suggested on which the librarian of a small town library may draw in order to answer questions when the shelves seem bare of modern works of reference.

First there is the inter-library loan, in which usually not only public libraries, but also special libraries, such as agricultural colleges, theological libraries, etc., are very often willing to lend their help.

Another of the resources is the State Commission, which will be especially helpful in work with foreigners, and in work with schools, not only loaning books but also in supplying lists of books advisable for purchase.

"The government is another great resource for the small library. A vast amount of valuable material is published by the different departments and is easily obtainable. . . . The *Monthly Catalogue of United States Public Documents* is one means through which

much of this material may be obtained. Here one finds, listed alphabetically by subject, the publications of the various departments and their bureaus. The departments are given in alphabetical arrangement, with their bureaus and divisions under them. The subject of the pamphlet is given together with the title, author, or source, date, size, number of pamphlet, price, and any other information which would help in ordering. Much of this material is free, or may be obtained at a very low price.

Besides this monthly catalog, the different government departments send out lists of their own to any one wishing them. For example, the Department of Agriculture issues a monthly list of its publications. This list furnishes the small library with the means for keeping in touch with much valuable material which may be obtained free, or at a very small cost.

The Committee on Public Information also publishes material of which it is worth while for the small library to take account. These red, white and blue books can be obtained free, or for a few cents, while the cost would be much more after the same material has been printed and bound in book form.

In spite of the fact that the shelves of the small library may seem bare, there is a vast wealth of material just waiting for use, if the librarian knows where to turn.

#### POSTERS—INDEXING

The record of posters at the Wells College Library, Aurora, N. Y., is kept on cards of standard size and light weight.

Buff Library Bureau guides are used for headings. On the front guide card is the word "Posters" and the total number is recorded as additions are made, *e. g.*, 1, 6, 10, 20. On the other guide cards are such headings as Agriculture, Army, Food, Fuel, Hospitals, Liberty Loan (1st), Library War Service, Red Cross, Salvation Army, Shipping, Y. M. C. A., Y. W. C. A.

One card is made for each kind of poster. First appears as author the name of the organization which issues the poster. This is followed by a copy of the wording of the poster the words being arranged as nearly as possible in their relative positions and forms, as to capitalization and spacing, in which they appear on the poster.

The type of illustration is indicated in brackets, and the name of the artist is given if obtainable. The name of the lithographer, when available, is put on the lower right hand side of the card. The size of the poster

is put in centimeters on the lower left hand side of the card.

The accession number and its date are put on the back of the card thus: 26 (14 Je. 19). This is also recorded on the lower left hand corner of the back of the poster.

The posters are stamped and filed by subject in a large Yawman & Erbe vertical file such as architects use.

ALICE E. SANBORN, *Librarian.*

#### LIBRARY EXTENSION

A "library on wheels," which starting from Hibbing, Minn., is operating according to a regular schedule thru the township of Stuntz, is a great success and is eagerly looked for by the residents of the locations which the "traveler" makes. The cost is shared by the Hibbing Library Board and the Stuntz Township Board. The library is able to hold 1200 books, and from twelve to fifteen individuals can sit within it and read. Besides books and magazines it carries newspapers in several different languages.

At Hagerstown, Md., an automobile library serves a rapidly increasing rural clientele. A trained librarian accompanies the wagon and studies varying needs of individual borrowers in the sixty-six stations over twenty-five routes which the library visits regularly.

#### CHARGING SYSTEM—WITHOUT BORROWER'S CARD

The charging system in use at the A. K. Smiley Public Library, Redlands, Calif., does away with the borrowers' card. The application cards are filed alphabetically at the library and serve the double purpose of a guarantor's card and borrower's card. Space is given at one end for the borrower's number, name and address, permitting the cards to be filed vertically and thus easily consulted. When taking out a book the borrower brings it to the desk, the date is stamped on the dating slip in the book and the desk assistant having ascertained the name of the borrower, writes his number on the book card and stamps it. In the case of a small library the desk assistant soon becomes so familiar with most of the borrowers that she need not inquire their names, so the delay of only a fraction of a minute is necessary in charging the books.

This system was, as far as I know, first adopted by Miss Jeanette Drake, of the Circulation Department of the Los Angeles Public Library.

ARTENA M. CHAPIN.

## AMONG LIBRARIANS

AMES, Sarah H., for twenty years librarian of the Patterson Library, Westfield, New York, resigned her position in January.

BANNISTER, Henry Marriott, acting sub-librarian of the Bodleian Library, Oxford, died in February.

BATMAN, Marie, a member of the Louisville Free Public Library since September, 1915, has resigned to accept a position with the United States Bureau of Foreign and Domestic Commerce.

BONNELL, Margaret R., Library School of the New York Public Library 1917-18, has left the staff of the Reference Cataloging Division of the New York Public Library, having received an appointment in the library of the Western Electric Company, New York.

BURRANK, Jane L., B. L. S., New York, New York State Library School 1919, will succeed Frances Dorrance, '18, as head of the Circulation Department of the Public Library of Trenton, N. J.

CROASDALE, Francis E., was appointed State Librarian of New Jersey in May to succeed John P. Dullard.

DAVIS, Raymond C., librarian emeritus of the University of Michigan Library, died on June 10th.

FURST, Mrs. Elizabeth Hardman, New York State Library School 1907-08, has been appointed librarian of the Public Library at Everett, Mass.

FLETCHER, Sheldon, Library School of the New York Public Library 1915-17, has resigned her position as head of the children's room in the Newark (N. J.) Free Public Library to become children's librarian at the Kalamazoo (Mich.) Public Library.

DULIN, Martha Roberta, Illinois 1918-19, has been appointed assistant reference librarian of the University of Texas Library.

HAWLEY, Marjory L., Pratt 1918, who has been on the staff of the New York Public Library, has been appointed children's librarian at the Danbury, Conn., Public Library.

HARDING, Elizabeth B., New York State Library School 1919, goes to the State Teachers' College Library, Cedar Falls, Iowa, in September as head of the Circulation Department.

KOCH, Theodore Wesley, chief of the order division of the Library of Congress, becomes librarian of Northwestern University in September.

KNEELAND, Jessie, Pratt 1907, who has been connected with the Pratt Institute Free Library since her graduation, is to begin work October 1st in the cataloging department of the Library of the United Engineering Societies, New York.

LEWIS, Willard P., New York State Library School 1913, resigned the librarianship of Baylor University, Waco, Texas, and began his services as librarian of New Hampshire College at Durham on August 1st.

MARRON, Joseph F., camp librarian at Camp Travis, Texas, since its organization in November, 1917, has been re-elected a member of the Executive Committee of the Texas Public Health Association.

MORGAN, Joy E., New York State Library School, 1918-19, joined the headquarters staff of the A. L. A. Library War Service, Washington, D. C., June 13th.

NEWELL, Etta M., the assistant librarian of Dartmouth College and the first woman to be officially connected with that institution, has resigned her position after twenty-five years of service, her resignation taking effect July 1.

OTIS, Mabel, who has been acting temporarily as supervisor of branches of the Queens Borough (N. Y.) Public Library, has been permanently appointed to that position.

RANKIN, Hilda, Pratt 1916, has accepted the position of cataloger and children's librarian in the public library at Windsor, Ont.

RANSON, Helen M., Western Reserve 1915, has accepted a position in the Dayton Public Library in charge of the Information Bureau and also apprentice training.

RICKETTS, Clara A., Illinois 1911, has accepted the position of organizer of the County Library of Hot Springs County, Thermopolis, Wyoming, for the summer months.

ROPER, Eleanor, librarian of the Flushing Branch of the Queens Borough (N. Y.) Public Library, who was dismissed by the Library Board in April, was reinstated after the June meeting of the Board.

RUMMELHOFF, Julie, New York State Library School, B.L.S., 1919, has been appointed librarian of the Norges Lanbrukshøi skoles Bibliotek at Aas, Norway, and will begin her work about Sept. 1.

SABIN, Lillian, Pratt 1918, has resigned from the library of the State Normal School, Tempe, Arizona, to accept the position of children's librarian at Perth Amboy, N. J.

SANKEE, Ruth, Illinois 1914-15, has been appointed assistant reference librarian of the Kansas State Agricultural College at Manhattan, Kansas.

SEHON, Maude M., who has been a member of the staff of the Louisville Free Public Library since September, 1911, has resigned to continue reconstruction work at the Walter Reed General Hospital and overseas.

SHELLENBERGER, Grace, Carnegie certificate 1913, who has been supervising librarian, Board of Control of State Institutions, Des Moines, Iowa, has accepted the position of librarian of the Public Library, Kewanee, Ill.

SKEELES, Lieut. Simon, of the University of Iowa Library, who has been serving at the Camp Dodge Library, has accepted the position of business librarian in the reference department of the Kansas City Public Library.

SLENEAU, Katharyne G., Pratt 1910, formerly librarian of the Port Huron Public Library, has been appointed librarian of the newly-established public library at Highland Park, Michigan.

SMITH, Faith E., who has had a wide library experience as librarian at Sedalia, Missouri, as assistant to director of the Training School for Children's Librarians, Carnegie Library, Pittsburgh, and at the Chicago Public Library, where she was in charge of the training class, has accepted the position of principal of a newly formed school and teachers' department in the Los Angeles Public Library.

STANLEY, Ethel M., Illinois 1915-16, has resigned from the library of the Eastern Illinois State Normal School at Charleston to become order and accession librarian in the University of Washington Library.

STONE, Charles H., Illinois 1916, for the past three years librarian of the Oklahoma Agricultural and Mechanical College, has accepted the position of librarian of George Peabody College for Teachers, Nashville, Tennessee.

STROHM, Adam, librarian of the Detroit Public Library, Detroit, has been appointed a member of the Michigan State Board of Library Commissioners by Gov. Sleeper. This is the first time in the history of the Commission that the Governor has appointed a member of the library profession to a position on this board. Heretofore the members of the board have been business men, school men, etc.

STULL, Maud Innes, Library School of the New York Public Library 1915-16 (Certificate, Drexel Institute Library School, 1914), who has been librarian for the Methodist Board of Foreign Missions, New York City, has been appointed Superintendent of Branches and Head of the Training School in the Kansas City (Mo.) Public Library.

TORNNUD, Allan V., Library School of the New York Public Library, 1915, has been appointed librarian of the University Library of Abo, Finland.

TRUMBULL, Jonathan, historian and librarian of the Ohio Library, Norwich, Conn., died on May 22.

VERMEULE, Edith F., Pratt 1918, has resigned as field secretary of the Maryland Library Commission to accept the headship of the reference and circulating departments of the Rosenberg Library, Galveston, Texas.

VOUGHT, Sabra W., B.L.S., New York State Library School, 1901, who has been substituting for the past year in the New York State Library as chief of the Subject headings work of the Catalog Section, has been appointed inspector of school libraries in connection with the School Libraries Division of the New York State Education Department.

WILLARD, Ruth M., New York State Library School 1911-12, has resigned her position as instructor in the Western Reserve Library School to become librarian of one of the branches of the Kansas City Public Library.

WOOD, Harriet, for the past nine years school librarian at the Portland (Ore.) Public Library, has been appointed Minnesota State Supervisor of School Libraries.

## LIBRARY ORGANIZATIONS

### NATIONAL ASSOCIATION OF STATE LIBRARIES

The National Association of State Libraries held its twenty-second annual meeting at Asbury Park, N. J., June 25th-27th. Three meetings were planned, the first a joint session with the American Association of Law Libraries. The third meeting was arranged for Friday at 8 P. M.—the last day of the meetings of the American Library Association. Since many members could not remain for so late a session, the two meetings were consolidated, and committees were named at the Joint Session at which the officers of the National Association of State Libraries presided.

The first meeting was devoted to the problems of Laws and Reports in Law Libraries and in State Libraries which include them. John T. Fitzpatrick, law librarian of the New York State Library, presented an excellent paper on the Revisions and Compilations of the Laws of New York. The Report of the Joint Committee on a National Legislative Information Service was read by the Secretary, Franklin O. Poole, librarian of the Association of the Bar of the City of New York. Miss Kloeger described fully the Cumulative Index being published by the U. S. Bureau of Labor Statistics, and asked that State agencies be induced to index the State Labor Reports, if arrangements could be made for the publication of same by the U. S. Department of Labor. The discussion of Shelf Arrangement of Law Reports was filled with suggestions of practical aid both to the commercial and professional librarian.

At the next meeting the President's address and a brief report of the Secretary-Treasurer were followed by the program of two evenings.

The very entertaining and instructive account of work on the subject, The State Library and Its Service to Inmates of State Institutions, was conducted by Agnes R. Wright, librarian of Wyoming State Library.

The contribution by Herbert O. Brigham, librarian of Rhode Island State Library, showed much careful research on the subject, The State Library and the State Boards of Education. Demarchus C. Brown, librarian of Indiana State Library, offered the suggestion recommending a general survey and inquiry concerning the political, social and educational status of the various state libraries.

James I. Wyer, Jr., director of the New York State Library, gave a most interesting and inspirational address, "The Place of

the State Library in the Solution of After-the-war Problems."

The Reports on new events, developments and plans, by States, were made personally with exception of a few letters received from librarians not represented at the meetings. These reports were full of suggestions for growth and expansion and were as interesting and helpful as any part of the week's program.

The officers elected to serve for 1919-20 were: President, Elias J. Lien, librarian of the Minnesota State Library; First Vice-President, Edward L. Redstone, librarian of Massachusetts State Library; Second Vice-President, Mrs. Maud Barker Cobb, librarian of Georgia State Library; Secretary-Treasurer, Mrs. Eva May Fowler, acting librarian of Illinois State Library.

EVA MAY FOWLER, *Secretary.*

### LEAGUE OF LIBRARY COMMISSIONS

The League was called to order for its first session on Wednesday afternoon by the president, Mrs. Elizabeth Claypool Earl, who presented the place of the League and the Commission in that library development thruout the country which we are all anticipating. She spoke of the need for better salaries, more publicity and higher ideals of community service. The first session was devoted to the relation of the Commission to the individual library.

Without doubt the strongest paper presented at either session of the League was that by Charles C. Williamson, New York Public Library, entitled "A look ahead for the small library." While frankly stating that his knowledge of the small library was that gained from outside them, and again that he was inclined to be pessimistic regarding their future, Dr. Williamson's paper was full of definite and tonic suggestions.

Most libraries are too small to be administratively and economically efficient. The attempt of the small community to be self-sufficient in library service is as much a relic of the past as the village shoemaker making shoes in competition with modern machinery." Inertia, failure to understand what has happened, and a mistaken sense of local pride combine to block the wheel of progress.

In looking ahead libraries must provide for more efficient service and must co-operate with institutions elsewhere to get the administrative efficiency and economy which can only result from large scale operation. If this is done

there is rich opportunity for the libraries which will render service to the 97% of our populations living in cities of less than 75,000. The librarian in the small community if she have energy, tact and intelligence, can be a leader of the community as no city librarian can.

Strong county systems and strong state commissions are needed to co-ordinate and strengthen the work of the present day small library. These can only be brought into existence and supported by state legislation and the great need here is an association in each state of prominent laymen who understand library problems and who will work with the profession to put library system of whole state on an efficient basis. They could watch legislation and public officials and their statements, requests and protests would be much more effective than a professional body of librarians.

Dr. Williamson's last salutary suggestion was a standardization of Commission work, setting a minimum of achievement and effort below which no commission might go and still consider its work in a state satisfactory. This would at once guard against slack service and act as help in setting standards for honest legislatures.

A paper by Margaret Wade of the Public Library Commission of Indiana presented an outline of the work with the small library done by one mid-western commission.

Elizabeth Wales of the Missouri Public Library Commission, in a paper entitled "The library commission and the school library" gave a résumé of the relations in the various states. The balance for best library standards dips towards commission supervision, that for the authority to enforce standards towards department of education of each state.

The second session of the League was held in the Ball Room of the Monterey, Friday afternoon, June 27. This was devoted to a discussion of the work of the League as an organization. Minnie C. Budlong of the North Dakota Public Library Commission tho unable to be present had sent a paper on "An evaluation of library commissions and their League." This showed very frankly the unfavorable comment concerning the present work of the League while the services of the individual commissions have been used by national and local bodies as never before. Why should the commissions be called on to act as the only agency for reaching 90 per cent of the public libraries of the state while both the League and the individual commis-

sions are ignored when a study of these same libraries is contemplated. While the League itself lacks power and funds at present to do strong work, it is constantly aiding other bodies and co-operating with the A. L. A. in an effort to avoid duplication of work.

Mrs. Budlong's paper presented numerous suggestions made in various localities for separate work which might be done by the League, many of these being similar to those presented by Mrs. Earl in the A. L. A. endowment fund discussion Tuesday afternoon, and all calling for a paid staff and adequate endowment funds.

John A. Lowe of the Massachusetts Free Public Library Commission gave the League the interesting results of a questionnaire investigation as to the publications which the individual commissions would like to have the League issue. A booklet of building plans, a discussion of commission work, method and means, and an up-to-date buying list of books for small libraries seemed most desired. The question of co-operation with the A. L. A. Publishing Board was not taken up owing to the short time available for discussion.

Elva L. Bascom spoke briefly on "The place of the Commission in Child Welfare work." The Children's Bureau has prepared a careful selected list of books and pamphlets on the general and specific problems of child welfare. To have this used effectively and thoroly the aid of the commission in supervising the libraries of the state is necessary.

Miss Mary Downey of the Utah Public Library Commission spoke on "What the League might do for states without commissions," giving an earnest and salutary talk, starting with the text, "What does the individual state get from the League." She spoke of the energy that the individual commissions have put into various phases of war work even tho the League as a body has not carried on any specific task. Whether the League or the A. L. A. should carry on a survey of library activities was immaterial, but such a survey was needed and a survey of the commission field should be part of it. What work are the various commissions doing and the methods used to obtain results, what use is being made of League funds; how can we pay salaries that will hold workers, not merely train them for other activities? A final suggestion was that commissions exchange staff members so that knowledge of methods used would be more widespread, and fresh vision obtained. Commissioners should also be ready to help in states where there

is no library organization, either by advice or by actual visiting. Miss Downey advised individual memberships as well as institutional ones.

The treasurer's report was then read, showing a balance of \$415.17 on hand in cash as well as \$250 in 4th Liberty Loan bonds.

The president for the term expiring January, 1921, is John A. Lowe, Massachusetts Free Public Library Commission; the Secretary holds office until the next annual meeting.

W. M. J. HAMILTON, *Secretary.*

#### SPECIAL LIBRARIES ASSOCIATION

The first session of the convention of the Special Libraries Association was called to order by the President, Guy E. Marion, on Tuesday afternoon, June 24th, in the Lounge of the New Monterey, with approximately one hundred persons present. This was the tenth annual convention and as Mr. Marion was one of the charter members of the Association, the opening of his presidential talk, which is to be found elsewhere in this issue, was retrospective.

The Secretary's Treasurer's report was then given.

The most striking statement was that the Secretary-Treasurer had received a balance of \$10 in 1918, and turns over a balance of \$273.25 to the incoming Secretary-Treasurer.

The report of the editor of *Special Libraries*, J. H. Friedel, was then given. Mr. Friedel gave a history of the revivification of *Special Libraries*. At the beginning of the year, the magazine had a mailing list of 325 subscribers and 150 exchanges. The end of the year shows a mailing list of 430 subscribers and practically no exchanges. The editor was given a rising vote of thanks for his faithful services of the past year.

The program shows, as Mr. Marion very aptly states, "That men with breadth of address, vision and executive qualities have identified themselves with the Special Libraries Association and are willing to bring their rich business experience to our meeting.

As the papers will appear in *Special Libraries* during the coming year they will only be mentioned here. The first paper was "Documentation in the Field of Rehabilitation of the Disabled," given by Douglas McMurtrie, Director of the Red Cross Institute for Cripples, New York City. This most interesting paper was followed by a moving picture called "The Cheer-up Film," giving the story of a man who had lost both arms, yet was cheerful and capably earning his own living.

F. M. Feiker, Editorial Director of the McGraw Hill Company, Inc., New York City,

gave a short talk on "How the Special Library Can Help Build Industry." The paper brought forth much discussion. A motion was made by Mr. Friedel and seconded by Miss Carabin that a committee of five or more be appointed by the Chairman to consider with Mr. Feiker the problems of the coming year. This was done.

George A. Deveneau, representative of the Federal Board of Vocational Education, gave a ten minute talk on the work the Federal Board is doing with the returned disabled soldiers. Monographs covering 104 occupations for disabled persons can be obtained upon request.

F. S. Crum, assistant statistician of the Prudential Insurance Co., Newark, New Jersey, gave an excellent address on the "Library and Statistical Work with the Prudential."

A motion was made by George W. Lee and seconded by Mr. Johnston that a nominating committee be appointed by the chair to report at the next session. The following were appointed on the nominating committee: D. M. Handy, Chairman; Mary Day, Herbert Brigham.

The second session of the Special Libraries Association was called to order at 3 P. M., Mr. Marion presiding, and approximately 250 present. Edward D. Tweedell, assistant librarian of the John Crerar Library, Chicago, Ill., read a paper on "Special Libraries and the Large Reference Libraries." D. Ashley Hooker, technology librarian of the Detroit Public Library, Detroit, followed with a paper on "A Technology Department as a Business Investment." R. S. Rife of the Bond Statistical Division of the Guaranty Trust Company, New York, gave a very enlightening and interesting discourse on "Investment of Capital in Foreign Countries—America's Opportunity and Responsibility."

F. S. Faurote, Manager of Department of Education and Sales Promotion of the Curtiss Aeroplane & Motor Corporation, New York City, gave an illustrated talk on "Aviation as Applied to the Indexing of Aeronautical Literature." He made a special appeal to the members of the Association for suggestions for a classification applicable to his work. Leon I. Thomas, editor of *Factory*, Chicago, Ill., offered some sage advice in "Some Whys and Hows of Our Library and a Few Don'ts." Edith Phail, Librarian of the Scovill Mfg. Co., gave some interesting suggestions in "Aids to Magazine Routing Systems."

A short business meeting was held, but due to the lateness of the hour the meeting ad-

journed to an extra business session to be held at 9:30 A. M., June 26, 1919.

The extra business session was called to order at 9:30 A. M. in the Lounge, by the President, Guy E. Marion, with about 75 present. Officers for the coming year were elected as follows:

President, Maud E. Carabin, librarian, Detroit-Edison Company, Detroit, Mich.; Vice President, Edward H. Redstone, librarian, Massachusetts State Library, Boston, Mass.; Secretary-Treasurer, Estelle L. Liebmann, librarian, National Workmen's Compensation Bureau, N. Y.; Executive Committee, Ellwood H. McClelland, Carnegie Library, Pittsburgh, Pa., for two years; J. H. Friedel, National Industrial Conference Board, has another year to serve on the Executive Board.

Another progressive step made at the Special Libraries Association was the division of the Association members into groups of allied interest. A motion was made and seconded that the formation of an Advisory Council to the Executive Board be chosen to represent the various groups in the Special Libraries Association, each group to elect two members. The groups were formed by those present and the following elected on the Advisory Council: Commercial group, Rose Cameron, Laura R. Gibbs; financial group, Alice Rose, Josephine M. Hefron; insurance group, Daniel N. Handy, Estelle L. Liebmann; legislative reference group, Clarence B. Lester, Dorsey W. Hyde; technical and engineering group, Louise B. Krause, Anne L. Draper; industrial group, Wm. F. Jacob, Edith Phail; welfare group, Frederick W. Jenkins, Orrena L. Evans.

Meeting adjourned at 12:30 P. M. and another short business session to be held at 5 P. M.

The extra business session was called to order by the President, Guy E. Marion, at 5 in the Lounge, with about fifty people present.

The report of Wm. F. Jacob, Chairman of the Survey Committee, was heard and accepted. A motion was made and seconded that the committee be continued for the coming term.

The report of a number of other committees closed the business session at 6 P. M.

The third session of the Special Libraries Association was called at 8 P. M. Thursday evening, June 26, Mr. Marion presiding, and about 250 present.

The first paper on the program was "Industrial Accidents and the Library's Share in Their Reduction," by Estelle L. Liebmann,

National Workmen's Compensation Bureau. Dorsey W. Hyde, Jr., Librarian of the New York Municipal Reference Library, gave a very interesting paper on "Good Government and Better Citizenship—via the Civic Library." G. B. Easley, Director of the Welfare Department of the National Civic Federation, New York City, in "Humanitarianism in Industry" gave an illustrated lecture on the welfare work in industry. Miss Klager of the U. S. Department of Labor spoke of Bulletin 250 which describes welfare work in all its phases in the U. S. The qualifications of a Librarian for a library of a League of Municipalities is very aptly put in the paper, "The Library and the League of Municipalities," by Homer Talbot, Executive Secretary of the New Jersey State League of Municipalities. Leslie Willis Sprague of the Community Motion Picture Bureau, New York City, gave an illustrated talk on "Americanization by Indirection."

The convention was most satisfying as a whole. New members and subscriptions were received daily at the Registration Desk. The Association can look forward to a bright future.

EDITH PHAIL, *Secretary.*

#### BIBLIOGRAPHICAL SOCIETY OF AMERICA

The following program was given:

President's address: Ghost stories—George Watson Cole, librarian Henry E. Huntington, Library New York City.

Bibliography of the war—Ernest C. Richardson, librarian Princeton University.

Maneant sua data libellis: a protest and a plea—William Muss-Arnolt.

Speeches of Daniel Webster—Clifford Blake Clapp, cataloger, Henry E. Huntington Library, New York City.

Azariah S. Root, librarian, Oberlin College, offered a resolution to the effect that Messrs. Cole and Winship be made a Committee to send an expression of appreciation of the Bibliographical Society of America to Mr. Falconer Madan who is soon to retire from the librarianship of the Bodley Library for his bibliographical works and his unflinching courtesy and assistance to bibliographical research.

Frederick Chivers was informally called upon for information on the preservation of old books. He condemned the practice of dressing old rare volumes in bright new three-fourth morocco binding, but commended the use of transparent vellum for covering such books, and the preservation of all notes on covers of such books.

George P. Winship, Chairman of the Committee on the Census of Incunabula, reported that the census was completed in December, 1918, and that the appendix and introduction are ready so that the whole work would be ready for distribution in a few weeks. He also reported that the next issue of the papers which contain material of general interest would appear in two or three weeks. Also that a forthcoming number would contain an account of the Hebrew press.

The report of the Committee on Nomination by W. D. Johnston, Chairman, was received and the Secretary instructed to cast the ballot of the Society, which he did, for the following officers: President, George Watson Cole; Vice-Pres., George P. Winship, Widener Library; J. C. M. Hanson, Associate Librarian, U. of C.; Secretary, R. H. Shearer, librarian, Grosvenor Library, Buffalo; Treasurer, F. W. Faxon, Boston Book Co.; Council, W. C. Ford in place of Charles Martel, G. A. Plimpton.

HENRY O. SEVERANCE, *Secretary.*

The report of the Asbury Park meeting of the American Association of Law Libraries has not yet reached us. We hope to give it next month.

#### NEW YORK LIBRARY ASSOCIATION

The central feature of the State Meeting at Richfield Springs during the week of September 8th will be the presentation of the State Meeting Scholarships. On Tuesday evening, Dr. R. R. Bowker will make the presentation of certificates immediately following the supper in the Bloomfield Hotel. The fifteen village librarians who win the scholarships will be named at a meeting of the committee on awards which is to take place in Syracuse on August 20th.

Throughout the Richfield Springs program the interests of the library in the small place will be kept in view. Especially for the benefit of these workers, a group of consulting librarians has been enlisted by Mr. W. F. Yust, the past president of the association, to give personal advice and assistance on a good many different subjects, such as book selection, book buying, government documents, cataloging, reference work for small libraries, libraries in schools, library housekeeping, mending and binding, advertising and periodicals. Capable experts in each of these lines will be ready at different periods during the week to give free personal consultations with any who need their services.

The program will begin with a reception on

Monday evening in the Community Room of the Richfield Springs Public Library. The sociability of the occasion will only be interrupted by two or three brief addresses. President Ferry of Hamilton College will make the address on Tuesday morning and on Tuesday evening there will be a discussion of books of imagination with a number of contributors. On Wednesday morning is scheduled a discussion of salaries and budgets in which Miss Mary Frank of the New York Public Library, Dr. F. W. Betts of the Board of Trustees of the Syracuse Public Library, Mr. Proctor of the Utica Board of Trustees and others will take part. Alumni banquets and frivolity will occupy Wednesday evening. A discussion of vocational reading on Thursday morning will be led by Elwood H. McClelland, technical librarian of the Pittsburgh Carnegie Library. This will be followed by a discussion of Americanization and the library. On Thursday evening reviews of books on the social outlook and interests of libraries and schools and the interests of the enlarged program of the American Library Association will occupy the evening. Friday evening will be author's night with addresses by Mrs. Grace S. Richmond, Walter Pritchard Eaton and Mrs. Martha Foote Crow. The convention will adjourn after Saturday morning's session when officers are elected.

Preceding one or more of the evening meetings there are to be readings of one-act plays by members of the conference.

PAUL M. PAINE, *President.*

#### MEDICAL LIBRARY ASSOCIATION

The twentieth annual meeting of the Medical Library Association was held at the Marlborough-Blenheim, Atlantic City, on Monday, June 9th, during the annual convention of the American Medical Association.

There was an attendance of forty-one, representing twenty-four of the medical libraries of the country.

After the executive meeting various papers were read dealing with topics of general interest. Mr. Charles Frankenberger of Brooklyn spoke on the "Advantages and disadvantages of the open shelves." After a summary of the prevailing practice in vogue in the various medical libraries he left the question open for discussion. After a free and thorough discussion it was evident that the matter would have to be considered from two different viewpoints: that of the large medical library and that of the small institutional library. The representatives of the large libraries were unanimous in advocating the

closed stack while those representing the small institutional libraries were as one for the open shelves.

Miss A. L. Johnson read a paper on the "Cincinnati General Hospital Library," and Miss N. V. Casey one on the "St. Louis Medical Society Library." Mr. James F. Ballard of Boston spoke on the question of "Cataloging and classifying for a medical library," in which he advocated the adoption of standard rules and methods and made a plea for the formulation of a standard medical classification. Mr. Ballard suggested that a "permanent committee on library administration and methods be appointed by the association, to which all disputed matters could be referred. This suggestion was adopted by the association and such a committee was authorized, to be appointed under the By-Laws, by the President. At the evening meeting the following papers were read:

Dr. Wm. Browning, Remarks on the growth and development of the association.

Lt. Col. F. H. Garrison, The Caduceus and its use by the Army, as the insignia of the Medical Officer.

Miss M. R. Charlton, William Rawlin's Beaumont.

The topics "Care of reprints" and "How much non-medical material should a medical library acquire" were discussed informally and Mr. Ballard rather surprised the librarians by the query "was it worth while to keep the ordinary reprint when it meant the duplication of material already in a library in the original form, taking into consideration the high cost of making such ephemeral pamphlets available for use. The question of "non-medical material" soon developed into the question of "what was medical in a broad sense" and it was very evident that each library would have to determine a policy for itself.

After an informal social hour the meeting disbanded until next year.

The following officers were elected for the year 1919-20:

President, Lt. Col. F. H. Garrison, Washington.

Vice President, Dr. E. C. Streeter, Boston.

Secretary-Treasurer, Dr. John Ruhrah, Baltimore.

Executive Committee, Mr. C. Perry Fisher, Philadelphia; Mr. James F. Ballard, Boston; Mr. C. W. Andrews, Chicago.

JAMES F. BALLARD.

#### PEKING LIBRARY ASSOCIATION

A "Peking Library Association" has recently been formed so that all the educational institutions in Peking may be kept in touch with the library facilities of all the others. At the inauguration meeting, the following institutions were represented: Tsing Hua College, Mr. T. L. Yuan; Middle School, Higher Normal, Mr. K. J. Yu; Library, Ministry of Education, Mr. C. Y. Yang; Russian Language School, Mr. T. C. Wang; Central Park Library, Mr. P. M. Wang; Peking Library, Mr. H. C. Tan; Agricultural College, Mr. Y. Ting; Peking Y. M. C. A., Mr. R. H. Ritter; N. China Language School, Mr. W. B. Pettus; Higher Normal College, Mr. Y. Y. Li; Government University, Mr. T. C. Li; Law College, Mr. H. S. Hsu; Woman's Union Medical College, Dr. F. J. Heath; Union Medical College, Miss E. M. Gilfillan; Peking Christian University, Dr. H. S. Galt; Woman's Union College, Mrs. A. B. Frame; Peking Academy, Mr. W. W. Davis; Public Library, Mr. Y. J. Chu; Library, The Cabinet, Mr. S. C. Chu, Peking Library, Branch, Mr. K. H. Chang.

Mr. T. L. Yuan, librarian of Tsing Hua College presided. The draft of the constitution and by-laws was read and approved. The meeting then proceeded to the election of officers, and the following were elected by direct vote: President, Mr. T. L. Yuan, Tsing Hua College; Vice-President, Dr. H. S. Galt, Peking University; Chinese Secretary, Mr. T. C. Li, Government University; English Secretary, Miss E. M. Gilfillan, Union Medical College.

Membership is to be institutional. Any institution which possesses a library or libraries and which maintains the services of a regular librarian is eligible for membership. Each institution shall appoint one representative empowered to vote for the institution. Other persons connected with the institution or its library may attend meetings and join in discussions, but may not vote.

Upon vote of the executive committee collections of books in the possession of individuals may be registered with the Association and the owners may enjoy the privileges of this Association as Associated members, and books in each library holding membership in this Association will be available for consultation to certified patrons of other institutions in the Association.

Owing to lack of space, reports from other Library Organizations are held until next month.

## NOTES FROM THE LIBRARY SCHOOLS

### NEW YORK STATE LIBRARY SCHOOL

The summer session ended July 15. The library institute of high school librarians opened July 8 and closed July 25. Twenty-seven were in attendance. Among these were several who attended only the seventeen special lectures on social and educational problems, given July 8-15. The instruction in the institute, aside from these lectures, was centered in cataloging, accession and shelf work, given by Miss Sabra W. Vought and in classification and subject headings, given by Frank K. Walter. Emphasis was laid on school conditions. A condensed decimal classification for high school librarians and a stenciled list of subject headings were prepared for use in the course.

Graduation bibliographies have been completed on the following subjects:

Burbank, James L., Representative contemporary bibliography; Harding, Elizabeth B., Reading list on insects; Reed, Lulu Ruth, Material on the mountains of California in the New York State Library; Rummelhoff, Julie, Best books on Norway, an annotated list; Stauffer, Robert E., Bibliography of selected writings by American immigrants; Tai, T. C., two hundred and fifty English books on China, selected and annotated.

President Finley has given the school some excellent examples of modern American book-plates. Among them is one of Henry Van Dyke with an autographic dedication. A photograph of the "Saints and Sinners' Corner" at McClurg's old book-store accompanied the book-plates.

FRANK W. WALTER,  
*Vice-Director.*

### LIBRARY SCHOOL OF THE NEW YORK PUBLIC LIBRARY

Plans are developing for the open courses which are to be offered in 1919-20. These courses are designed to assist library workers of experience who feel that they will be benefited by getting away for a time from their posts and coming into touch with a new center of library interest and activity. The attractions include contact with leaders in various branches of the profession, many of whom will come direct from their libraries to speak upon the phases of library effort in which they are engaged; chance to exchange views and make acquaintance with fellow-workers from various parts of the United States; and opportunity to enjoy the music, drama and lectures with which New York abounds in the

winter months. Announcements of outside attractions will be systematically made, and as far as possible schedules will be so arranged as to allow attendance upon them. Particular attention is called to the fact that many of the courses and topics will be presented by specialists direct from the field. The majority of lectures dealing with special libraries, for example, will be given by heads of such libraries, and the discussion will in some cases be supplemented by visits to the libraries described. The same will be true of such other courses as lend themselves to this treatment, as it is believed that the maximum of benefit can be obtained in this way.

At the annual meeting of the Alumni Association on June 5 steps were taken looking towards the creation of an Alumni Council, on which there will sit one member from each class which has been registered in the School since its beginning. The purpose of this Council is to consolidate in every way possible the common interests and activities of the School and its alumni. It aims to act as a ready medium between the School and the body of former students, and to facilitate co-operation between the School and its alumni in matters of recruiting, publicity, and placement. As an aid to the work of the Council it is planned to organize local and sectional divisions of the Association, these to hold occasional gatherings and to serve as centers for the work of the Association.

The School was well represented at the Asbury Park conference of the American Library Association. Miss Sutliff, Miss Hyde, Miss Jackson, and Miss Newberry of the Faculty, a well as the Principal, were in attendance, and about sixty former students were registered for all or part of the time. Over forty were present at the school dinner, which was held at the New Monterey Hotel at 6:30 p. m. on Friday, June 27th.

Since last writing the following appointments of students who received their certificates and diplomas in June have been made:

Alice Mae Dunlap, Assistant librarian, Duluth (Minn.) Public Library; Delia Johnston, Assistant, Carnegie Library of Atlanta; Esther Peers, Assistant, University of Michigan Library; Jessie E. Wing, Assistant, Passaic (N. J.) Public Library.

Special entrance examinations are to be held on Friday, August 29.

ERNEST J. REECE,  
*Principal.*

**PRATT INSTITUTE SCHOOL OF LIBRARY SCIENCE**

The Alumni Supper came off on Thursday, June 19th, the day before Commencement. Reunions were held of the classes of 1890 and 1909. Mr. C. M. Pratt, President of the Board of Trustees, was the guest of the evening, and made a brief address.

Owing to the A. L. A. scheduled plan of holding Library School dinners on Friday, many of the graduates who were at Asbury Park early in the week were unable to attend the dinner. Forty-six remained, however, and Mr. Meyer, chairman of arrangements, invited a number of the friends of the school, so we had a goodly attendance.

Twenty students were admitted as the result of the June examination. A second examination will be held on September 5th.

In addition to the appointments of members of the Class of 1919, reported last month:

DINWIDDIE, Edna J., has been made librarian of the Davenport Library at Bath, N. Y.

FINKEL, Gertrude, will substitute in the New York Public Library during the summer.

FINKELSTEIN, Leah, will substitute in the New York Public Library during July, and September 1st joins the staff at the Newark Public Library.

HUBBERT, Frances, has been appointed to the staff of the 58th Street branch of the New York Public Library, beginning work September 1st.

JOSEPHINE ADAMS RATHBONE,  
*Vice-Director.*

**CARNEGIE LIBRARY SCHOOL**

The Class of 1919 was graduated July 18, 1919. The closing exercises were held in the Class Room of the Library School. Mr. John H. Leete, the Director, made the address, which was followed by the presentation of diplomas awarded to the following students:

General Library Course: Eva Abrams, Pittsburgh, Pa.; Lillian Carpenter Gates, Sapulpa, Okla.; Bella Goldstein, Pittsburgh, Pa.; Abigail C. Hawkins, Pittsburgh, Pa.; Henrietta Mildred Kornhauser, Pittsburgh, Pa.; Elizabeth Manley, Mt. Gilead, O.; Blanche K. S. Wappat, Pittsburgh, Pa.

Children's Librarian's Course: Ruth A. Carmichael, Franklin, Pa.; Emily W. Ehrhart, Hanover, Pa.; Vera Ramona Gammon, Pasadena, Cal.; Elizabeth M. Hales, Eugene, Ore.; Hazel Hastings King, Victoria, B. C., Canada; Catherine M. Lanning, Philadelphia, Pa.; Katherine Newhall Lee, Berkeley, Cal.; Anna London, Minneapolis, Minn.; Mary Rinehart Lucas, Brooklyn, N. Y.; Jane Sutia Rice, Sewickley, Pa.; Kate Eleanor Sawyer, Pontiac, Mich.; Evelyn Ray Sickels, Indianapolis, Ind.; Rose Donaldson Stewart, West Sunbury, Pa.; Dorothy Alice Thompson, Beaver, Pa.

The Alumnae Association of the School has provided the traveling expenses for the two French women selected by the French High

Commission to study in the Library School next year. A fund is also being raised to pay part of their living expenses while in Pittsburgh.

The annual School dinner was held Friday evening, June 27th, at the New Monterey, Asbury Park. Twenty-three people were present.

SARAH C. N. BOGLE,  
*Principal.*

**RIVERSIDE LIBRARY SERVICE SCHOOL**

The summer session of the Riverside Library service school began June 23 and will continue for seven weeks. The teachers and courses being those listed in the June LIBRARY JOURNAL, except that Alice M. Butterfield gives five lectures on high school libraries, and Mrs. Faulkner, a course of five lectures on periodicals and serials.

The summer school luncheon of the Riverside Library service school was held on July 19. A large number of former students and friends of the institution gave the students of the summer session and newcomers a hearty welcome. The affair was held at the Glenwood Mission Inn in the dining room off the interior patio.

The summer moonlight lawn party at the beautiful home of Mr. and Mrs. C. C. Arnold on Victoria Hill was held Friday, July 11. Of all the California beauty spots there are few to compare with this location of the Arnold home and the host and hostess are incomparable.

Betty Mary Smith, Riverside, 1918, is now Mrs. Chas. A. Goetting. The wedding took place at El Paso, Tex., on June 23.

Robert Fullerton, Riverside 1918, has married Miss Cecelia Noll of St. Joseph, Mo.

Gertrude Kimbley, Riverside 1915, is now Mrs. Ralph Martin Davenport. Miss Kimbley's place at the San Diego State Normal School is taken by Miss Winifred Woods, Riverside 1917, who leaves her position at National City (Calif.) Public Library.

Miss Nelle Sanford, Riverside 1915, is now Mrs. Samuel M. Crim.

**LIBRARY SCHOOL OF THE UNIVERSITY OF WISCONSIN**

The twenty-fourth summer session of the Library School opened June 30th with the unusually large enrollment of forty-four students. As during the past few years, two courses are being given, the regular summer session for assistants in public libraries, and the course for teacher-librarians. This course requires the same length of time as the regular

summer school course (six weeks), but the curriculum has been adapted to meet the special needs of the high school librarian. Thirty of the forty-four students have enrolled for this course. The curriculum covers the usual subjects and the instruction is being given by the regular faculty, assisted by Mrs. Winifred L. Davis, who has been secured as in-

structor in the course for teacher-librarians, and by Mrs. Alma Brunsell Sumner, who has been engaged as a second reviser.

The regular course will open Sept. 29th. As previously announced, a second examination for entrance will be held. Applicants should write to the Library School for particulars.

M. E. HAZELTINE, *Preceptor.*

## BIBLIOGRAPHICAL NOTES

The April-June issue of the *Bulletin of Bibliography* contains a bibliographical sketch of the late Samuel Swett Green by F. W. Faxon. This is No. 22 in the series of bibliographical sketches of librarians and bibliographers.

With the May issue the *Child Labor Bulletin* became *The American Child*, Vol. 1, No. 1, the publication having entirely outgrown its old name. The editors propose to get the fruit of the investigations and opinions of experts on all phases of child welfare, and to place these questions before their readers, frequently in the form of contributions from experts in different allied fields.

"Dramatization in the grades," compiled by E. V. Andrews, Reference Librarian of the Michigan State Normal College, is a reference list of fables, fairy-tales, stories, and historical events which have been dramatized. It also includes suggestions as to where to find lists of plays, pageants, and operettas, lists for special days and stories to dramatize, and a list of suggestive readings on dramatization in the grades.

A "Catalogue of the printed books and of the Semitic and Jewish MSS. in the Mary Frere Hebrew Library at Girton College, Cambridge," has been prepared by Herbert Loewe, sometime director of Oriental studies at St. Catherine's College, Cambridge. The manuscripts are grouped according to subject, namely: Biblical manuscripts, Targum, Liturgy, History, Almanac and Chronology, and Miscellaneous.

"Government Department Libraries: A plea for better salaries," by George F. Bowerman, Librarian of the Public Library, Washington, D. C., published by the American Library Association at the instance of the District of Columbia Library Association for propaganda purposes, is a reprint of that section of the Report of the A. L. A. Committee

to Investigate Salaries which deals with the "Special Washington Situation."

During the war, seven French soldiers, under the leadership of M. Maurice Devries, 94 Rue St. Lazare, Paris, published twenty-four numbers of *Le Rire aux Eclats*, a periodical for the Poilu similar to *Stars and Stripes* for the Yank. American libraries may obtain complete files from M. Devries for ten francs per set, postpaid, from the American Library Association Overseas War Service, 10, Rue de l'Elysée, Paris, France.

A limited number of copies of "Rus: The Who's Who of Agriculture and Country Life," compiled by Liberty Hyde Bailey, December, 1918, is available for sale after regular subscriptions have been filled. The price is \$3. It contains addresses and write-ups of 2746 persons, of "those persons who are regularly and prominently engaged in rural work as farmers, teachers, editors, investigators, business men, ministers, lecturers, farm agents, authors, rural organizers, administrators." Address: Rural Who's Who, Ithaca, N. Y.

"School Library Management," by Martha Wilson, published by the H. W. Wilson Co., is a revision edition of her pamphlet on this subject published by the Minnesota Board of Education in 1917. "It aims to offer practical suggestions as to the equipment, organization and administration of the school library and to provide a reference aid for the simply library methods for school libraries. It will be of assistance not only to beginners in library work but to the teacher who finds the care of the library a part of her duty."

"France and Democracy; an Outline in History," prepared by Berthe Martin and published by the General Federation of Women's Clubs, Boston, Mass., is intended to meet the requirements of the general reader and the study group; its survey of essential facts and its arrangement of topics may render it of value also to the advanced student and for

college and library reference. The introductory period has been chosen because of its vital influence in the evolution of democracy in modern France. Each main period, complete in itself, has a corresponding bibliography, so that study circles with limited facilities will find no difficulty in making a program.

"A List of Eighty-seven Poets Representing American Verse from 1900 to 1919" is a reprint by the Syracuse Public Library of the library lists prepared annually since 1913 (the first list covering the years 1900 to 1913) by the Poetry Society of America, which have been given in the *LIBRARY JOURNAL* each year, and reprinted in the *Bulletin of the Syracuse Public Library*. "The List as now published is a restated and somewhat condensed arrangement of all these Lists, thus including volumes from 1900 to 1919. It has been carefully arranged, the titles and publishers are named, a note of appreciation and a short quotation are given with each author. In this form it is hoped that the Syracuse Reprint will meet a wide need among people who feel the necessity to know the poetry of today and among those who do not but would, if they realized how much more there is of it and how vital a thing it is at the present moment."

"One thousand technical books" is a selected list with annotations, compiled by Herbert L. Cowing for the A. L. A. Library War Service, emphasizes both in selection and arrangement elementary practical books. It includes, however, many books of a more advanced type, and aims to provide A. L. A. representatives and public libraries with a fairly adequate basis for strengthening their technical collections in accordance with local

needs. It also aims to be of help in the use of the collections they already have, and it is on this ground chiefly that many of the older but still useful books have been included. The list has been prepared to further the efforts of the A. L. A. War Service in the direction of vocational education in recent months, having in mind especially the discharged soldier and sailor and the new demands which they are making upon their home libraries. No fixed date has been adopted as barring a book, but comparatively few published as early as 1910 have been included.

"Government Ownership of Railroads," volume II, compiled by Edith M. Phelps, has just been issued by the H. W. Wilson Co. in the Debaters' Handbook Series. This useful volume is not a new edition of the former handbook on this subject but is an entirely new compilation based on railroad conditions as they exist at the present time. The best of what appeared on this subject has been selected to cover the history of government regulation of railroads in the United States to date, especially during the critical period of the War, and the present status of the roads under government administration. The various arguments for and against government ownership of the railroads are brought out in the affirmative and negative discussions. A selected bibliography is included, limited chiefly to the literature of the past two years, altho earlier standard works have been added and a list of bibliographies which points the way to other material on the subject. The volume also contains a new set of briefs, and an introduction, which is a brief review of the subject as a whole.

## THE OPEN ROUND TABLE

### WANTED: A WORKING LIST OF HUMOROUS PLAYS

*Editor Library Journal:*

I have read with great interest Mr. Eaton's article on weak spots in rural libraries, particularly as it touched on a pet problem of my own. Every year I am asked by questing and eager young people, who come to the library for help, for short funny plays and dialogues,—"something we can use." I notice with sorrow that they never do use anything I show them. Our trouble is not precisely that of Mr. Eaton's rural library. We are too classical. The great names of Dunsany, Zangwill, Galsworthy, Shaw, do not help these boys and girls. They look with saddened eyes on

"Short Plays" by Mary MacMillan, "The Piper" and "Plays of the Pioneers." "Haven't you any dialogues? We want something short and funny." Above, before, beyond all else, it must be "funny." I sympathize with them, and the non-helpfulness of the library shocks me. Won't some kind spirit, interested in amateur dramatics, compile a working list of humorous plays of the type of "Six Cups of Chocolate"? We have Gertrude Johnson's "Choosing a Play" which fails in helpfulness only by not having the humorous plays in a separate list. And can't some of our brilliant literary men write some new dialogues?

ELIZABETH CARTER,  
Free Public Library, Somerville, N. J.

## LOCAL PUBLICITY

Editor *Library Journal*:

In your article on "Hitching the Library up to the Day's News," your request any librarians who have used this means in the past to indicate that fact.

About seven years ago we used this method in a daily item in one of the newspapers for a period of about six months with good results. The item was headed the same way each day, the heading being, I think, "Library Notes," and this heading was boxed. The item appeared in the same place in the paper each day, and people got into the habit of looking for it.

You may be interested to know that a few days ago, before this June copy of the *LIBRARY JOURNAL* arrived here, we had begun to use the same plan in a daily series of articles in two papers.

O. C. DAVIS, *Librarian*,  
*Public Library, Waltham, Mass.*

ACKNOWLEDGEMENT OF GIFT MATERIAL  
AND EXCHANGESEditor *Library Journal*:

I have read with interest the letters in the Open Round Table about the acknowledgment of library reports and bulletins. I came to the conclusion sometime ago that librarians generally have been altogether too particular in this matter of acknowledgments. My practice has been, not only not to acknowledge library reports and bulletins, but to treat just as shamelessly all other continuations except those received for the first time or those having unusual value such, for instance, as the publications of the Carnegie Institution of Washington. When I had charge of exchanges and gifts at the University of Illinois Library two or three years ago, we used to receive each year about twenty thousand items of continuations, excluding library reports and bulletins, college catalogues and administrative publications, and all periodicals, and in such a case the mere cost of postage for acknowledgments, to say nothing of the immense amount of time involved, is prohibitive. No library which is making fast progress in building up its continuations list, as is the Minnesota Historical Society, can very well afford to waste all of the time and energy required for acknowledging each annual report or bulletin received. Moreover, it is a question as to whether publishing institutions thank the recipients of their publications for sending acknowledgments, unless they specifically request them. The amount of time required to

open and file away (or throw into the waste-basket) letters and postcards of acknowledgment might well be spent in writing for new publications or missing numbers of old ones. Many librarians even go so far as to acknowledge receipt of each number of our quarterly, the *Minnesota History Bulletin*. While we, of course, appreciate any thought of courtesy that may prompt such action, yet we should not waver one bit in our feeling of good will towards these institutions if they should use their time and postage in more productive ways. It seems to me that librarians should adopt the methods of wide-awake business houses in these matters—cut out as much as possible of the routine and red tape and make every second count in the productive work of building up and keeping up their working collections.

E. C. GRAVES, *Librarian*,  
*Minnesota Historical Society, St. Paul.*

## TRADE CATALOGS

July 9, 1919.

Editor *Library Journal*:

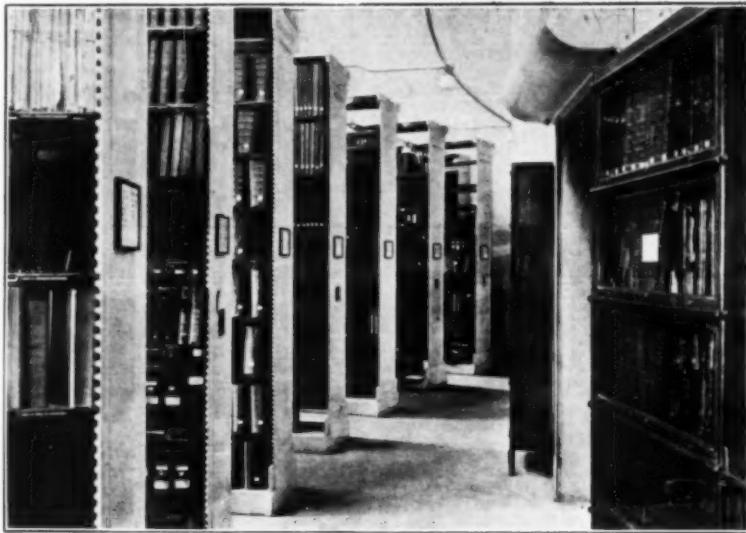
The publication of my experience with arranging and classifying trade catalogs in the May *LIBRARY JOURNAL*, brought forth two requests for more detailed description. One from a government library asked particularly for information regarding (1) subject arrangement, or scheme of classification; (2) indexing and manner of application of the Cutter or some other good system; (3) method of filing catalogs and house organs; (4) how these can best be obtained, at a minimum of cost and labor from widest number of manufacturers; (5) any other facts of interest to beginners of a library of trade literature. The other request took the form of a visit to our library and inspection of our cards, files, etc., the enquirer expressing great interest in seeing such a collection and wishing that others might give the result of their experience with this type of literature.

This has suggested to me that perhaps others will have material to add to this discussion like that of the interesting article by Miss Eunice E. Peck of the Winchester Arms Co., published in the July *LIBRARY JOURNAL*.

GRACE L. COOK,  
*Columbia University Library, New York City.*

## LIBRARY CALENDAR

Sept. 8-13. New York Library Association  
Meeting at Richfield Springs.  
Oct. 13-15. Meeting of the Ohio Library  
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